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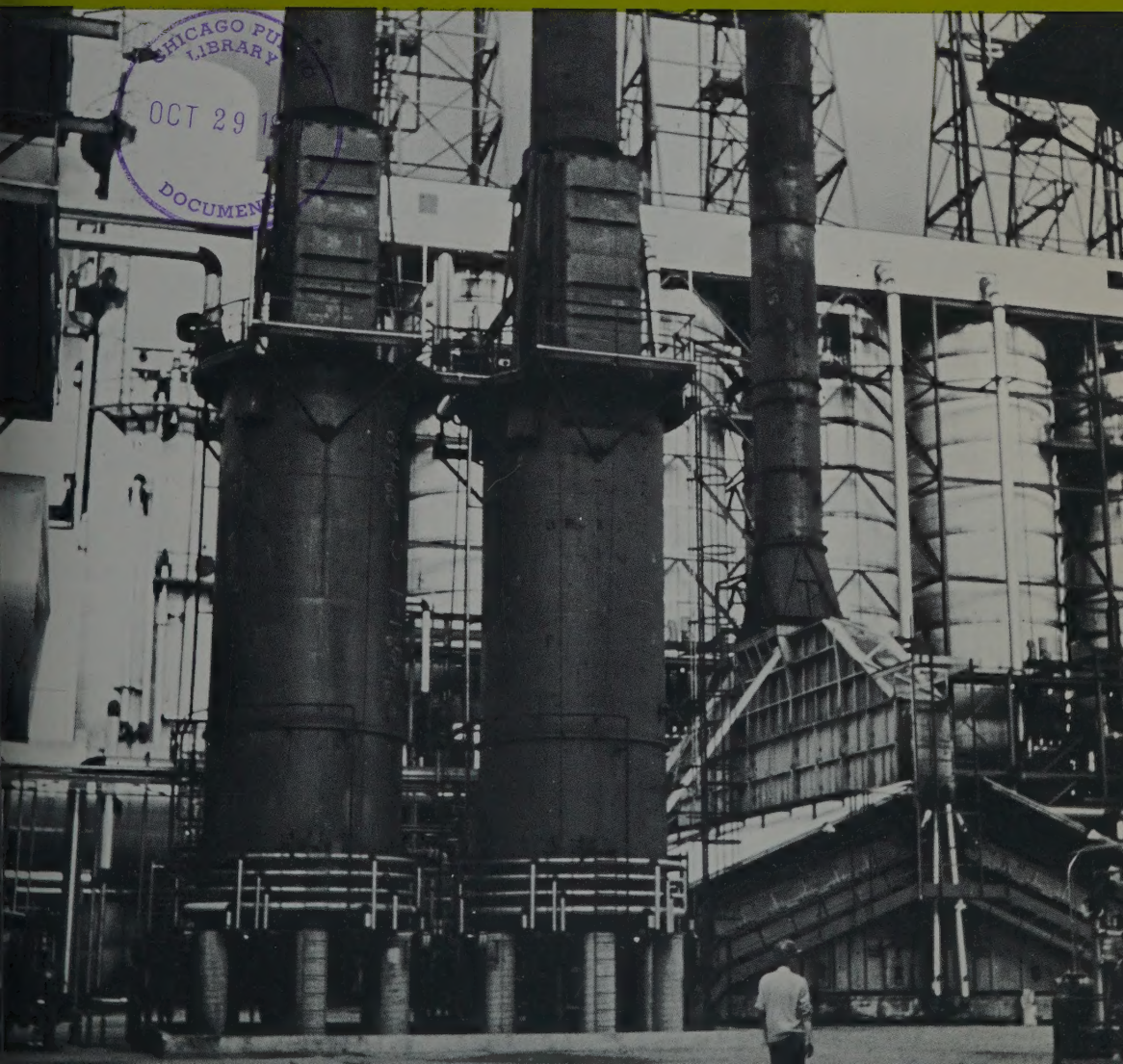
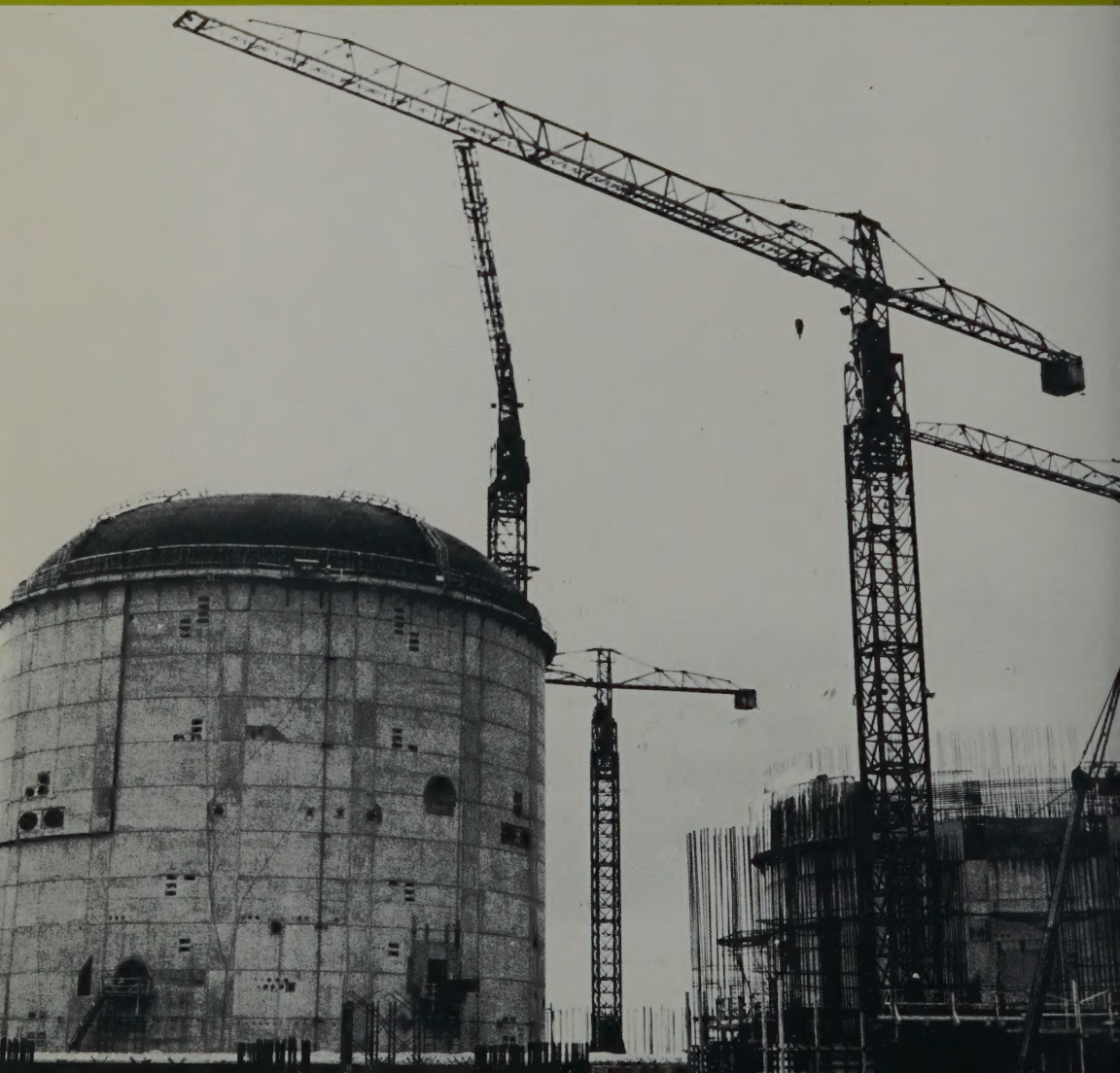
The Labour Gazette



When there are problems, the public—and particularly the younger generation—want quick solutions. And if they are not offered by business, they will be undertaken by government. How far this trend will go will depend on the determination of business to use its imagination to adapt to new needs and fully meet its social responsibilities. See a report on the Canadian Manufacturers' Association Centennial convention, "The Future is Now," p. 661.



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News briefs

■ **Benefits and contributions under the Canada Pension Plan will increase in 1972, it was announced in August jointly by National Health and Welfare Minister John Munro and National Revenue Minister Herb Gray.** Mr. Munro's department is responsible for the administration of benefits under the Plan, and National Revenue is responsible for the coverage and collection of contributions under the Plan. The increases result from a two per cent rise in the Pension Index, the legal maximum. Pension Index changes reflect changes in the Consumer Price Index.

Mr. Gray said maximum annual pensionable earnings under the Canada Pension Plan will be $5,500 in 1972, up from $5,400 in 1971. Maximum yearly contributions by employers and employees will become $88.20 each, increased from $86.40. Self-employed persons will contribute a maximum of $176.40, compared with the 1971 figure of $172.80.

More than 300,000 retirement, survivors' and disability benefits will be increased in January 1972. Benefits for orphans and the children of disabled contributors, and the flat-rate components of pensions to widows, disabled widowers and disabled contributors will increase to $27.60 monthly from $27.06. The maximum death benefit under the Canada Pension Plan, payable in a lump sum to the estate of a deceased contributor, will be $550 for deaths occurring in 1972. The 1971 maximum is $540.

Mr. Munro added that the Guaranteed Income Supplement payable to lower-income old age pensioners will also increase as a result of the rise in the Pension Index. The maximum combined Old Age Security pension and Guaranteed Income Supplement for a single person or a married person whose spouse is not also a pensioner will increase in April, 1972, to $137.70 from $135.00, the maximum supplement portion becoming $57.70.

The maximum supplement combined with the pension, for a married person whose spouse is also a pensioner, will increase to $130.05 from its present $127.50. That is, each spouse will receive a total payment of $130.05, the supplement portion being $50.05. A married couple 65 or older can be eligible for a maximum combined monthly benefit of $260.10 a month compared with $255.00 at present.

■ **The top 60 executives of MacMillan Bloede Canada's largest forestry products company, have their own contribution to the company's belt-tigh policy.** Chairman J. V. Clyne announced that the taken pay cuts of up to 10 per cent for the bala 1971. "I cut everybody over $50,000 by 10 per ce everybody in the $35,000 to $50,000 bracket by f cent, effective July 1, to the end of the year," h "and that includes my pay." The Chairman sa this action was only fair, considering that the holders of the company had had their dividends c another four employees were laid off with the el tion of the company's central engineering depar which use to employ 25 persons. The pay cuts a Millan Bloedel are just part of a general tigh among the management and salaried staffs of Columbia's major forest firms as they face cont market problems for their products.

■ **Donald Hushion, 33, has been appointed Ex Director of Manpower Services for the Ontario D ment of Labour.** The division encompasses the trial Training Branch, the Employment Sta Branch, the Women's Bureau and the Office of th letics Commissioner. From 1964 to 1966, Mr. H worked in the Labour Standards Division of the ational Labour Organization in Geneva. In J 1966, he was appointed Executive Assistant to th uty Minister of the Canada Department of L Since the fall of 1969, he has been involved in th eral Government's Career Assignment Program.

■ **Policemen in Manitoba now have the right to** Closing the debate on the second reading of the b bour Minister A. R. Paulley assured the Legislatu there are "ample safeguards" within the Labour tions Act to prevent a disastrous police walkout. would be considered an essential service, and, a the act provides for conciliation and mediation. I fail, the cabinet can order a 15-day "cooling-off" p and this prohibition against striking may be ext indefinitely by a resolution of the Legislature.

Publicity about the shortage of jobs for profes-als has discouraged university graduates from job ting, according to John Williams, Personnel Con-ant, Technical Service Council, Toronto. "Many hunting professionals don't expect to find jobs, and efore give up their hunt after being turned down by a handful of companies. To get a job today, profes-als must send out dozens of résumés and make at five active job contacts a day," Mr. Williams . "Job-hunting is hard work, but it's not an impos-e task."

Technical Service Council's quarterly survey of nings for executives, engineers, scientists, accoun-s and other professionals shows that openings were n 19 per cent at the end of June, compared with). Some 954 job openings were listed by 1,400 em-ers, compared with 1,138 last year. Opportunities in sh Columbia show the largest decrease, down 39 cent, while the Atlantic provinces had an increase of per cent. Opportunities for professionals slumped where: down 18 per cent in Québec, down 17 per in Ontario and down 1 per cent in the Prairie Prov-s, compared with last year.

en since the budget has been brought down, em-ers are displaying caution about hiring staff. They inue to be extremely selective, unwilling to com-nise and slow in making decisions," Williams con-ed. "Many feel that profit opportunities are so poor there is no urgency about adding staff.

discouraging that the number of job openings with e 1,400 companies actually decreased between May nd mid-July," Williams said. Experienced junior intermediate sales engineers continue to be in short ly. There is a steady demand for accountants, plant neers, personnel managers, mining engineers, ex-ive metallurgists, experienced mechanical engi-s and certain types of municipal engineering spe-sts.

ortunities are restricted for architects, architectural tsmen, electronic engineers, junior electrical engi-s, junior civil engineers, civil technologists and tsmen, time study men, agricultural engineers, tech-l illustrators, research chemists, food chemists, labo-y technicians, physicists, geophysicists and indus-designers. New university graduates, especially e with B.A.s and Ph.D.s, continue to have trouble ing positions.

■ **A non-contributory pension plan for workers in small industries and offices has been launched by the Canadian Labour Congress.** William Dodge, Secretary-Treasurer of the Congress, said the newly created Canada-Wide Industrial Pension Plan (CWIPP) will supplement the personal and family security of workers in small and medium-size plants, shops and offices who normally are not able to secure private pension benefits from their employment.

"Pooling of the pension funds of many small operations will enable CWIPP to make investment earnings of the kind normally available only to very large organizations," Mr. Dodge said. The plan was drafted by pension experts from trade unions and management, assisted by consultants and a trust company. It is to be administered by Québec Trust Company of Montreal.

Under CWIPP each employer-employee group can set its own level of pension benefits according to what the union and employer negotiate in collective bargaining. The plan includes portability from one CWIPP group to another, early retirement, disability pension, survivor options and vesting provisions comparable to those in major industrial plans. Dodge said: "CWIPP adds to the security of individual groups by spreading the risk over all participating groups.

"Over and above the protection provided by law in most provinces, CWIPP guarantees certain minimum pension benefits where the employer closes down after the group has participated for three or more years. Coverage is extended to individual members during layoff, sickness or other absence for up to three consecutive calendar years.

"Those who participate for approximately 10 years before they quit an employer take with them a vested right in a pension, payable in the form of a monthly payment when they retire."

Dodge added that CWIPP conforms with CLC guidelines for pension plans—namely, maintenance of income at a high level on retirement; protection of purchasing power against the effects of rising prices; flexibility to permit special provisions for survivors, disabled employees and those displaced by technological change; and funding to ensure maximum security of eventual pensions. The first participant in CWIPP is an employer-employee group representing Namasco Limited and Local 195 of the United Auto Workers, Windsor, Ont.

■ **Charitable donations can substitute for union dues in Ontario, according to two recent decisions of the Ontario Labour Relations Board.** Last year the Ontario Labour Relations Act was changed to allow persons not to pay union dues if such payment conflicted with religious belief. The first decision came recently in the case of Klass Stel, a North York parks department employee who was a member of the Canadian Union of Public Employees for 16 years. He objected to his membership "because it is not based on the Bible, according to Christian principles." A member of the Christian Reformed Church, Mr. Stel will be required to pay the equivalent of his union dues to a charitable organization.

In the 30-page decision, G. W. Reed, board chairman, said the exemption "may well set guidelines for future applications . . ." Commenting on the first two exemptions allowed by the Board, Stanley Little, National President of the 150,000-member Canadian Union of Public Employees, said that the union had struggled for years to win security clauses in their contracts, and the Ontario Government was now giving them away.

■ **What is the role of co-operative institutions—or "co-ops", as they are called—in the economic and social progress of developing countries? On June 1, some 25 French-speaking civil servants from 15 African, Middle East and Near East countries met for a three-week seminar at the Desjardins Co-operative Institute in Lévis, Qué.**

The event, jointly organized by the International Labour Office and the Québec Co-operation Council, is part of a program initiated by the ILO in 1953. Attention is focused on the structure, administration and management of co-operatives. It was the first such session to take place in Canada, and arrangements were due mainly to the efforts of Kalmen Kaplansky, Director of the Canadian Office of the ILO. The participants toured several co-operatives while in the province.

At the opening session, Johann Gudmundsson from Geneva recalled that, ever since its foundation in 1919, the ILO has acknowledged the importance of the co-operative movement in the development of production and distribution. The session is partly financed by the United Nations Program for Development and the Canadian International Development Agency.

■ **Twenty-five cents out of each dollar circu Québec comes from the province's forest indus a study made by Gilbert Paillé and André M the Faculty of Forestry and Geodesy at Laval U**

The survey shows that 50 of the 108 billion c of commercial wood in the province are accessi cutting of the 2 per cent yearly stock increas material resource represents 12 million cords of which 70 per cent is processed by 57 pulp a plants, plus 550 lumber mills that cut 1.5 bil of wood each year. The wood and paper i employ 80,000 persons.

The lumber, pulp and paper industries are un intensive renovation, and the Government is plying a vigorous policy of expansion of publi to ensure better planning and firmer control o tions. To this end, it set up a decennial forest i program in conjunction with a plan to harness th of various basins and sub-basins. Public awar this integrated planning of resources should h zens, local industry and investors to recognize and potential value of these forests, the stu Industry also must strengthen its position if i to prosper in the face of world competition. T ince must sell four fifths of its production in markets, and the main buyers are American. Du past 10 years, the United States, benefiting from logical and economic advantages, has increased duction beyond domestic requirements; and bo sibility of raw materials and diversification wi industry are improving more rapidly than in Q

U.S. industries pay 10 per cent lower taxes on n than do their Québec counterparts, and transp costs of finished products are one third to one h than they are in Québec. These factors, plus th of the Canadian dollar, have tightened compe the forest products market. To remain competi Québec paper industry has to concentrate it expenses on the modernization and extension o mills; but it has yet to increase the productiv manpower and machines sufficiently to reduce tion costs to a competitive level. The cost of raw als used in manufacturing newsprint is gr Québec than anywhere in North America. For e it represents 35.2 per cent of mill costs, com 27 per cent in British Columbia and 27.7 pe Alabama. In the sawmill industry, operating cos sent 50 per cent of manufacturing costs. The re imposed by geography, the nature of the fore and the climate have until now conspired to mechanization from producing the expected ings.

A new concept in job training and retraining is to be by Metro Toronto, with the support of the Ontario rtment of Social and Family Services. The Prov- will subsidize 80 per cent of the estimated $100,000 ct to give unemployed recipients of public assist- a good start in job training, employment seeking olding a steady job. Starting with 60 participants, roject should involve some 200 people by the end e year, all on a voluntary basis. Each individual eceive an incentive allowance of $24 a month, plus or each dependant to a maximum of $60 a month. e amounts will be subject to adjustment as the pro- continues.

day will be split into academic morning sessions fternoon work activity periods. In the mornings, nts will have an opportunity to upgrade their for- education from Grade 1, to Grade 8, each start- t his particular level and proceeding at his own ium rate. The work activities relate directly to skills that will be useful in the employment mar- Some of these skills could lead directly to self-em- nent; others, in conjunction with educational up- ng, could lead to occupational training. Activities nclude the pick up, repair and distribution of used ture to families with limited means; household and ing maintenance and repair, involving repairs to s in the Metro Interim Housing project, major repairs to the homes of social assistance recipients and maintenance of the Metro Family residence, Seaton House and the Good Shephard Refuge; kitchen help in Seaton House and the Good Shephard Refuge, with opportunities to learn kitchen routines and methods of preparing food; and clothing repair, sorting, and distribution of donated used clothing to families and persons with limited means.

The program is designed to provide opportunity for advancement for those who do not fit into the normal channels of Manpower and other training programs. Assessment and counselling will therefore be used extensively throughout all stages of the program—from assessing employment orientation with a strong emphasis on expression of opinion by the participants, to help with such day-to-day problems as housing, day care, dental and medical care and domestic problems.

Calgary began a similar experimental project in September designed to put employable welfare recipients to work on public jobs that might not otherwise get done. It may receive 100 per cent funding from the federal Government although both city and provincial Governments earlier refused to back the plan. The federal Government has stipulated, however, that the program must not deprive other people of employment.

bour relations around the world

ames R. Hoffa has stepped down from the presi- of the International Brotherhood of Teamsters to cceeded by a long-time friend, Frank E. Fitzsim- He was elected by acclamation in July to a five- term as president after his sole opponent. Theo- Daley of Yonkers, N.Y., withdrew from the race. Hoffa had been President of the union for 14 years s now serving a jail sentence for jury tampering.

Harm Buiter has resigned from his position as the ral Secretary of the International Confederation of Trade Unions. He had intended to stay in the posi- until the 1972 World Congress of the ICFTU, but ccepted a local government position in The Neth- ds. Organizations affiliated with the ICFTU have asked to send in nominations for a replacement.

■ **It is not only the young who are suspicious of anyone over thirty; many employers will not hire a woman over 30 or a man over 45 years of age.** A study in Europe by the Institute for Labour Market and Vocational Research states that about 50 per cent of the employers surveyed set an upper age limit on their job openings, with 30 being the most frequently specified upper limit for a woman and 45 years for a man. This prejudice overlooks scientific research that proves that a man reaches optimum efficiency at 45. It also ignores the research carried out by the Institute that predicted that up to 1980 the proportion of women under 30 in the total labour force will steadily decrease and that of women over 30 will continue to increase.

50 years ago

ne interesting developments in the movement for kers' education were reported in The Labour Ga-e, 50 years ago. The first 20 years of Frontier College e featured, and the attempts to bring formal educa-n to men far removed from educational institutions e described.

idea of providing education to the worker at his k originated in the mind of Alfred Fitzpatrick, a duate in theology of Queen's University in Kingston, . Toward the close of the 1800s, he was doing mis-n work in Algoma District, where he was brought contact with workers in logging and lumber camps.

patrick saw the barrenness of the lives of these ds workers, crowded together in unsanitary bunk-ses with practically none of the amenities of life. netimes they didn't see a newspaper for weeks, and ks were practically unknown. He decided that, in ition to a "sleep" camp and a "cook" camp, there uld be a "reading" camp, where a worker could nd some of his leisure hours. He also decided that e should be an attendant in the reading camp, that should be a university graduate or undergraduate, that he should conduct classes according to the ds of those attending. Thus, what was known as the ding Camp Association, forerunner of Frontier Col-, was born.

first Reading Camp, a log building, was erected in 0, at a lumbering centre near Nairn, Ont. The first ructor, like the hundreds who have followed him, a man of good education. He found, however, that as impractical to be idle during the day when the r men were at work, and suggested he should do nual work alongside the others. Mr. Fitzpatrick ed on the idea, believing a young man of culture ld get much closer to camp men if he were a labou-as well as a teacher. From that time the reading p attendant became a labourer-teacher. This helped college financially, as the instructor received wages his manual work plus a small honorarium from the ege.

Three years after its incorporation in 1919, Frontier College sought and was granted a Charter from the Dominion of Canada, the first charter ever granted by the federal Government to an educational institution. It contained a clause giving the college the authority to confer degrees. It had always been Mr. Fitzpatrick's conviction that the opportunity to obtain a university degree should be open to anyone, anywhere, even in remote camps on the frontier.

In 1920, Mr. Fitzpatrick's account of the aims and achievements of the college since its inception at the turn of the century was published by the Hunter-Rose Co., Ltd. of Toronto. The volume was aptly titled **The University in Overalls.** A reprint appeared in 1923. In a chapter called Frontier Labour, Mr. Fitzpatrick related several anecdotes showing how the college helped to minimize the looks of scorn that manual labourers and university graduates sometimes give each other. The following episode describing a graduate entering a frontier logging camp was included: A bush foreman on the north shore was telling off his gangs as they passed to work one morning in the late autumn, when the following incident took place:

Foreman: "You're short a man, Billy, in your cutting gang today. I'd give you Tom, but I want him to finish at the creek. The teacher's here, take him for a few days."

Billy: "Not on your tin-type. I want no college man with me to fell timber. They are too dense in the head for that work. I'm not risking my life just yet with such likes."

Foreman: "Don't fool yourself. This man can teach all right, but he can cut logs too. I know what I'm doing." Billy (at night, putting in his count): "108, and big timber, too! Boss, you can keep Tom at the creek; leave the long fellow with me. He knows how to handle an axe, and say, he has a touch on the end of that saw as light as McCormick on his fiddle bow." The story was introduced with the recommendation that there should be more in common between the product of the universities and the product of the frontier works, and that frontier labour should be supplemented more fully by the broader training given in the schools. It was thought that proficiency in one direction should imply effectiveness in the other.

During the first 20 years of the century more than 300 schools were conducted in tents, and scores of boxcars were refitted and utilized along the main lines of railways to serve the needs of extra gangs and bridge crews. A number of log huts were also built as branches of the college in various camps. About 100,000 men attended the night classes conducted by the instructors of the college, and 180,000 men were given the opportunity through the college camps to have access to good literature and to keep in touch with the outside world. Many foreigners learned the English language at these camps and were able to adapt themselves better to Canadian life. The instructors sent out by the college numbered 500 university men, who taught at more than 600 points throughout the Dominion. Of these, 63 were university graduates. The courses of instruction ranged from elementary work among the illiterate to tutoring for matriculation. A special method was developed for the instruction of foreigners.

In addition to the educational work of Frontier C many universities were beginning to offer extra courses and lectures. **The Labour Gazette** reporte arrangements were being made for the holding ture courses of the Workers' Educational Associa Ontario at Toronto and Ottawa, under the auspi the University of Toronto; at London, under th pices of the University of Western Ontario; and berta at Calgary, Edmonton, Lethbridge, Medicin Blairmore and Drumheller, under the auspices University of Alberta. History, economics, and sci subjects were to be dealt with by the lecturers at n these points. At Toronto the curriculum include nomics, international finance, political philosoph glish literature and composition, psychology and British history, public speaking, trade union la Marxian economics; and consideration was given question of having special classes for women work

he future is now

ked by an upswelling of nationalism occasioned by American cancellation of their Reciprocity Treaty n Canada, the infant Manufacturers' Association of tario formed in 1871 overcame the public indiffer- e that had doomed its various precursors. **Involved n its earliest days in the major issues facing the new adian nation, it helped to focus public attention on need for protective tariffs, paving the way for Mac- ald's national policy, and advocated the estab- ment of a "Dominion Bureau of Manufactures and mmerce" to collect trade statistics.** The governments he day recognized its usefulness, and soon began to it as a sounding board for matters affecting in- try.

887 the name Canadian Manufacturers' Association adopted, but the Association was far from being ational lobby. With a reorganization in 1900 to en- that manufacturers outside Ontario would take a e active part in CMA affairs and that there would a degree of autonomy for individual industries in the Association's framework, manufacturing rged as a definite economic, social and political e in Canada. The Association's influence was seen any fields of activity. Chiefly because of its support, Canadian Government Trade Commissioner Serv- was created to help stimulate the export of Canadian ducts. It helped to bring into being the Board of way Commissioners (now the Board of Transport Commissioners). In 1907 a permanent representative was stationed in Ottawa to keep a tab on all Bills that affected or promised to affect manufacturing, and to keep in touch with government officials and parliamentarians. Provincially, the CMA was responsible for doing the primary research for the original Workmen's Compensation Act of Ontario and modifications to that Act to make it workable. It then offered the utmost co-operation in the Act's implementation. Meanwhile, the Association never forgot its original purpose—to promote Canadian manufacturing. It was especially active in the years of World War I, and in 1915 helped organize the Export Association of Canada to see that Canada was represented in Allied markets. In the post-war years, the character of Canadian manufacturing changed drastically as many large, highly capitalized companies came into being, and industrial growth was stimulated significantly in areas in the country besides Ontario and Québec. The Association again reorganized to meet new requirements of the national scheme of things.

Undoubtedly the establishment of the National Research Council was hastened by the Association's interest in scientific research, expressed in a national confer-

ence and the formation of a special committee. Recovery from the Depression was slow. **As early as 1937, the CMA was involved in munitions work, and during the years of World War II the Association was responsible for finding candidates for the expanded subcontracting program of the Department of Munitions and Supply and for helping members cope with national and international economic controls on materials and production.** Looking ahead to peacetime, the CMA in 1943 recommended that the Government set up an Interdepartmental Trade and Tariff Committee to hear industry's recommendations in this area. In 1946 this was done.

In the postwar years, the CMA has worked to ensure that the Canadian presence internationally would always be as strong as natural advantages and aggressive enterprise could make it. It strongly backed the provisions of the General Agreement on Tariffs and Trade; it took the initiative in organizing the Canadian component of the Organization for Economic Co-operation and Development—the Canadian Business and Industry Advisory Committee.

It is an organization member of the Canadian Council, International Chamber of Commerce, nominates and provides primary staff support for the Canadian employer delegate to the annual International Labour Conference, participates in the biennial Canada-Japan Businessmen's Conference, and co-operates with the U.S. National Association of Manufacturers. Its voice is thus effective both nationally and internationally and its convention is of special note to everyone interested in Canadian development at all levels.

Presidential speech

"When there are problems, the public—and particularly the younger generation—want quick solutions. And if they are not offered by business, they will be undertaken by government. How far this trend will go will depend on the determination of business to use its imagination to adapt to new needs and fully meet its social responsibilities," outgoing CMA President A. G. W. Sinclair told the Centennial convention of the CMA, held in Toronto in June. he continued: ". . . let no one think that industry is not sensitive to new needs and is not prepared to critically re-evaluate its performance and position."

Mr. Sinclair, President of Canadian Johns-Manv Ltd., Port Credit, Ont., was succeeded as Presid Gérard Filion, President, Marine Industries Ltd. treal. Up to 1963, Mr. Filion was publisher and e writer for the Montreal daily, **Le Devoir.** For th three years he was General Manager of the Gen vestment Corp. of Québec.

Gérard Filion

In his address, Sinclair attacked the "free-sp policies of Ottawa and other levels of gover throughout the past decade" that have upset the omy. And price and wage controls won't help, h "Such controls, if imposed, would only freeze the ing imbalances and pressures in the system and lead to a veritable wage and price 'explosion' eventually they were removed. Furthermore, the

us of government and the degree of intervention in competitive market needed to make them work ld only have serious consequences for our future wth prospects."

clair then called for a complete analysis of the causes nflation over the past decade. "If, as I suspect, such dies as have been done by the Prices and Incomes nmission reveal that over-spending by governments been a major factor in inflation, then we should know And if indeed this is the case, then to even think of ndatory wage and price controls is to put the shoe on wrong foot. What is needed is control on the spend- of governments."

hough believing that government spending was a nary cause of inflation, Sinclair cautioned that the of unions should not be overlooked. Some unions, said, "are in a position to exercise monopolistic ver in dealings with employers, and this, too, con- utes to inflation. How else but through the exercise monopolistic power can you explain wage settle- nts ranging from 20 to 40 per cent at a time of such h unemployment?" The solution? It lies in "remov- some of the special privileges and status that have n granted unions and that now place them in a mo- olistic position opposite many of the employers with m they deal and even the employees they claim to resent."

major source of our current economic problems are ertainty and mistrust, Sinclair declared. Uncertainty ut government prevails in the business community, mistrust "appears to characterize much of the Gov- ment's attitude toward business." He asked whether ot the Government supports the competitive enter- e system. "If business is expected to make a vigorous tribution to the nation's progress, it must be assured hospitable climate in which to operate," Sinclair l.

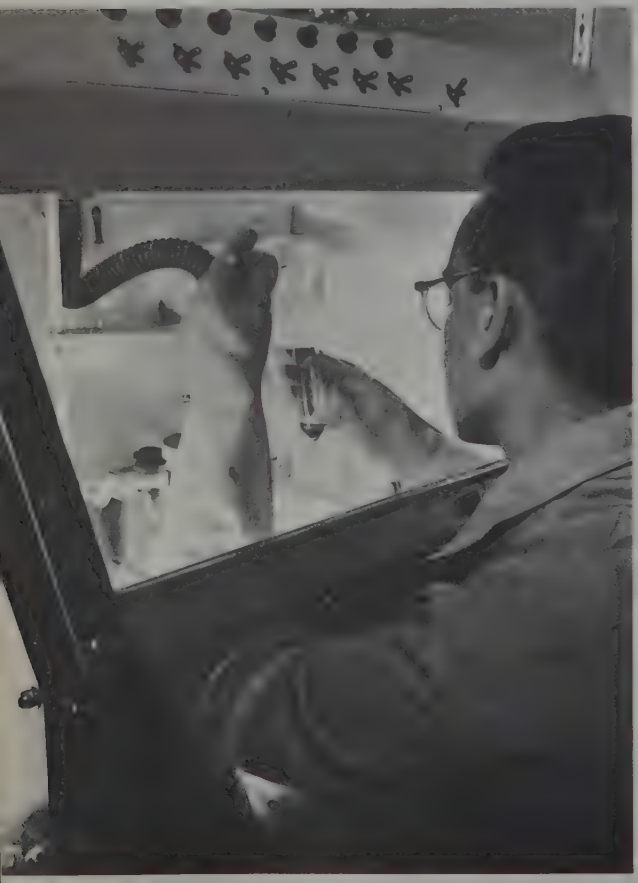
the subject of economic nationalism, Sinclair told vention delegates to ask for evidence from the advo- of economic nationalism of "when and where for- n-owned companies have acted as unworthy corpo- citizens of this country. You will receive two or e examples, the very same examples that have been eated ad nauseam for the past decade and which, in first place, were based on half-truths." The impor- t thing is how capital is used, not where shareholders de, Sinclair declared.

Speaking as head of a subsidiary of an American corporation, Sinclair said that he could not think of a "single instance where corporate decisions under my guidance have been detrimental to Canada in favour of some other country. I cannot think of a single instance where corporate decisions would have been substantially different had the company been fully owned by Canadian shareholders. I cannot think of a single instance where I found a practical conflict between my being a Canadian, and a proud one at that, and my being part of an international team."

Unions and inflation

Unions in the U.S., through the monopoly powers granted them by law, have been able to increase labour costs, resulting in high consumer prices and unacceptable levels of unemployment, Sylvester Petro, Professor of Law at New York University, told the CMA's annual meeting.

Prof. Petro and Senator Edward Lawson, Canadian Director of the International Brotherhood of Teamsters, spoke during a plenary session on a labour-management relations theme, "Industry and Human Resources." Prof. Petro told his audience that his remarks were directed to the U.S. situation and conditions, and that he would leave it to Canadians to judge whether they had any bearing on Canadian conditions.



The threat of massive unemployment caused creasing prices for consumer goods and reduced b coupled with the enormous political power of u has forced U.S. Governments into inflationary p that have brought social chaos. Since 1930 esp labour policies in the U.S. have been designed t mote monopoly pricing of labour, Prof. Petro sai end has been sought, in part, by legal provisions unions special privileges, and imposing exceptio straints upon employers and non-union employee

Unions have been able, through special privile force themselves upon unwilling employees, to c employers to bargain with them, and to wrest fro ployers economic concessions that would not no have been given, he said. At the same time, p and legal methods of resistance to unions by emp and non-union employees have been made un and common law rights of employers and emp emasculated, with employers' rights of private pr and freedom of contract being particularly inf Prof. Petro said.

In addition to direct legislative subsidies to unio bour policies over the last 40 years have been a tered by courts and other government agencies in ner even more favourable to unions, and prejudi employers and non-union employees, he declare consequence of encouraging union monopoly while destroying free market checks and balan such power, has been constant upward pressure bour prices and costs, while ridding unions of a cessity to strive for corresponding increases in productivity, the professor said.

The only possible results in such circumstances, serted, are higher prices, unemployment, and, b of political considerations, inflationary gover monetary and fiscal policies. When labour pric above increases in labour productivity, there is ternative to increased product prices, he said, a has been shown recently in increased automobile following wage increases to automobile workers.

matter how it is brought about, inflation is the worst ll general social diseases, he stated, because its ef- s are more penetrating than any other. When used lisguise the effects of ill-advised pro-union policies, vils are even worse.

f. Petro stressed that the old, the poor, the unta- ed—in general the most defenceless members of the mmunity—are the ones who suffer most through in- on, which has been called the worst and most regres- kind of taxation. **Although unions cannot raise es generally by themselves, he noted that if the main on governments pursue inflationary economic pol- s is to wipe out the unemployment caused by mo- olistic unions, then such union power is the indirect tical cause of inflation.** Inflationary threats as a re- of union-caused unemployment can be met only by ection of the laws and policies that gave unions nopoly power, he stated.

f. Petro said that the police and the courts must olutely bar union violence, make it clear that strikes be tolerated only so far as they involve strikers' ndrawals from work, and that they will not be per- ed to shut down businesses by denying them access lternative methods of operation. There is no need to st unions" or even engage in wholesale change in labour laws, he claimed, but it is necessary to with- w from unions the powers to coerce, compel and se—which society has conceded them—in a return to collective bargaining.

our isn't perfect, admitted Senator Lawson. But nagement isn't without sin either, he said. He pointed he construction industry as an example of an area re some "strange practices" go on.

ing boom construction periods, said Senator Law- construction companies steal tradesmen for each r by offering bonuses and double time. They do t deadlines but this effectively raises the wage rates ne industry. The worker then goes back to his union demands a raise in the new contract from $5 an r to the $7 an hour that he had been actually com- nding. Thus, for short-term gain, management over- s the long-range impact of its actions, Senator Law- charged.

hen described a section of the dairy industry where, his union, there had not been "one day lost from a e or lockout in over 50 years." There had been e parity throughout the industry but employees at company wanted more. The union said "no" and ed them strike pay. The company involved had told union that it would shut down if it had to pay higher wages. But another union came along and promised the employees more. They joined the other union. The company gave the raises and didn't close down.

The company showed no integrity in this situation, said the Senator. He went on to predict that, because of this one company's action, the whole industry is in danger of being closed down by strikes.

Very few strikes are caused solely by differences over pay, he said. Employees judge their employer over the life of a contract. "They want to think the best of their company." Employees, he said, want a sense of pride in their work and some recognition. "They want the security of a financially successful company." He told management that they must open up lines of communication to develop and promote good feelings.

Some employees don't even know who to hate in their company. They don't know the top management, he said. Although many in top management positions are not competent to be involved in the early stages of contract bargaining, they should involve themselves in the critical state to help open the lines of communication. But they usually say that they are too busy. The same applies when a long-service employee is leaving. Top management should step in to stop the departure or at least see them to preserve and develop some good feeling between management and the employees. The same applies when employees are threatened by automation. Employees fear the unknown. But management won't try to lessen their fears by communication with them and by telling them what is happening.

High unemployment rates will put workers in line, it will help temper their wage demands, goes the theory. This isn't true, affirmed Senator Lawson. "The employees only ask for tougher job security and pension provisions in their new contracts."

Some management say that labour is too militant. They want to hear from the responsible majority, and then they go out and try to get laws passed that would prevent organization of other workers, he asserted. Management should be well organized itself and promote organization of workers to get responsible people in the unions.

There isn't a credibility gap between labour and management—it's a crevice. Because of past lies to workers, the employees now don't believe the truth. This has to be changed, he declared. Annual statements to the shareholders read as though "everything is great." Then the workers wonder why their wages are lower than in other companies.

There would be no need of some government agencies if management treated their employees well. There would be no need for unions if management treated their employees honestly and fairly. But government bodies collect millions of dollars for workers every year because companies didn't pay the minimum wage and holiday pay.

Senator Lawson affirmed the need for both the strike and the lockout as tools for labour and management. But a strike is a statement that "we aren't reasonable or intelligent enough to resolve our differences." If this continues, there will be more government interference. "What we should do is have a good minimum wage law, organize both sides as well as abandon the laws."

Youth and industry

"Will industry in Canada be able to bring worthwhile challenges to the university graduates of tomorrow," Dr. M. R. Gaudry, Rector, University of Montreal, asked the CMA audience. Dr. Gaudry admitted that more than 95 per cent of today's undergraduates are "hard working, bright, promising students" but warned that it would be wrong to conclude that the average student is "very satisfied with our society and would fight hard to maintain it as it is."

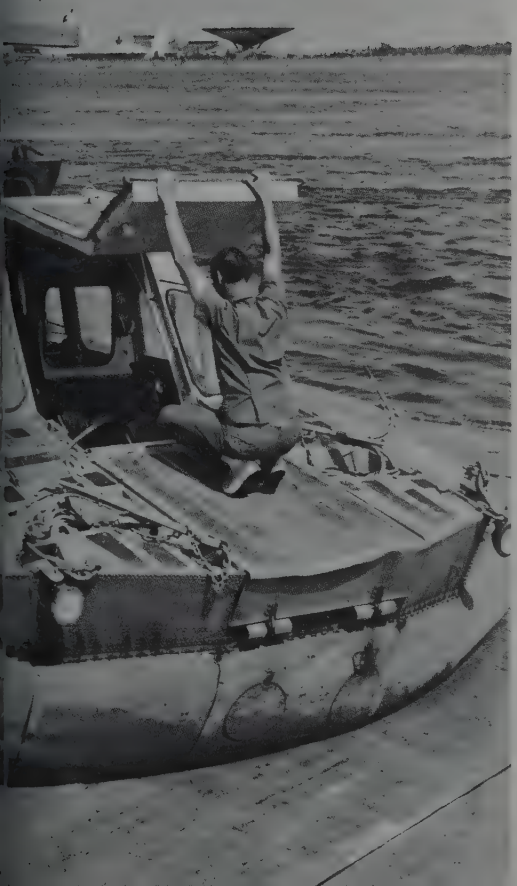
So many changes have taken place during the past few years that it is no wonder that the thinking of students today is different from that of those in the past. **In the future, knowledge will become a "far more important limitation" on developing industries, and society "will be far more dependent on science and technology than on the availability of money."**

With the present explosion in knowledge, our society has become more complex than ever and has created a multiplicity of specialists. "It has become humanly impossible to become an expert in more than one narrow field, and it is becoming more and more difficult to remain an expert in a given field because of the rapidly increasing rate of scientific developments." An obvious consequence of this increase of knowledge is the need that more and more graduates now feel to come back to university regularly to catch up with developments in their own fields. "The universities are therefore rapidly becoming institutions of higher learning not only f young people but for older people as well." The ber of part-time students is also increasing, Gaudry. Industry will have to face this proble planning for the systematic return to university of of their employees. This would be considered business expense but a very profitable investment.

A second very important change is "the ease of co nications that has made possible meetings of spec coming from the world over at very frequent inte One does not realize the terrific impact of such me on the evolution of learning ... In other words, most all fields of scientific endeavour, travelling h come a necessity to remain in the forefront of own discipline."

third important change that affects the university aduate is his concern for social problems and for the vironment, affirmed Gaudry. "This concern for prob-ns of the whole world is a consequence of the rapid nsfer of information and the great impact of today's se of communications between countries." His more ute sense of social responsibility will lead to a temper-; of the profit motivation by social considerations that il play a greater part in business decisions of the fu-e than has been the case until now.

udry stated that private initiative and enterprise will vive and prosper "only if they are able to make the st possible use of the motivation and social responsi-ity of the new graduate." And the business world will ve a much larger choice of graduates than ever be-



fore. Canada thus will have the manpower, natural resources and capacity to make it one of the most successful countries of the world. If we fail, it will have been caused by "our lack of ability to harness this terrific potential that we have."

Tomorrow's university graduate will go willingly to work in the private sector "if he finds there the proper climate for developing the country along socially and economically acceptable aims. If industry does not produce the required climate, it will drive many of the graduates toward the government, with the inevitable consequence of achieving a far greater degree of socialism and control by governments than we have ever seen before," declared Gaudry. "To be successful, Canada will have to find a proper balance between government-controlled and private initiative."

Wider responsibilities

Business must look beyond its traditional responsibilities, W. A. Moore, President of IBM Canada Ltd., told CMA members. Canadians are now concerned with the quality of our life and with broader social responsibilities. Business must "assume larger responsibilities for not only making things, but life itself, better."

To accomplish this aim, he said, business must first do a better job of planning for the utilization of people, maximizing the use of employees' skills, and upgrading them as well as training those without skills. Second, business must show the young that they can achieve their goals within the system of free enterprise. Third, companies have to become better citizens of the towns and cities in which they operate, responsible to the aspirations and needs of the local populace, particularly in the war against pollution. Finally, the Canadian business community must pay more attention to the "ethics of technology"—thinking about the long-range consequences of what we are developing in our laboratories today.

To assume these social responsibilities, however, business must have a strong economic base, and that is dependent on government action to create "an environment of industrial growth and expansion," Mr. Moore continued. One necessary component of this environment is a steadily expanding supply of jobs. Moore reviewed the statistics of the present labour situation: 6.7 per cent of an 8.5 million labour force unemployed, with 2 million new jobs required by 1980, and these mostly for those with post-secondary education. He stressed that the generation of these jobs is a top priority from the standpoint of the Canadian economy.

To provide the number and proper type of jobs that will allow Canadian business to compete at home and abroad, Moore said, capital expenditures will have to rise. Unfortunately, there are severe constraints in raising capital: a critically low level of profitability, a decline in total industrial profits of 8.7 per cent in 1970, a decline in manufacturing profits of 24 per cent in the same period, and slack home markets for manufactured goods. The search for capital funds is made still more difficult by competing claims on the resources available. The Government, for instance, now absorbs 35 per cent of the GNP, and by 1975 its share will probably be 37 per cent, according to the Economic Council of Canada. **The IBM President attacked the Government for its presumption that it knows best how to use our resources. He stated that, had $253 million alloted last year for make-work projects been used instead to cut corporate income taxes, it would have been just as** effective in relieving unemployment, and it would also have created the type of industrial expansion and opportunities that will ensure a stronger Canadian economy in the future. "If the Government continues to tax business at a higher and higher level," he said, "and if they continue to spend the money the way in which they do now . . . then the jobs created will necessarily be construction type jobs . . . And while we need many of these, we have a desperate need to create jobs across the full spectrum of industry, particularly in the high technology and resources sectors. To do that, we need the proper tax structure—we need more joint industry-government initiatives and less independent government actions."

Concluding his address, Moore emphasized that the direction of industry and government relations must change. What is paramount, he said, is "an attitude of mutual trust and confidence on the part of Government and business . . ."

Managing change

Society's new value system and the changes that have brought about the new system have brought conflicts, because the institutions that are the basis of our economic and social life find change difficult to cope with, Dr. James Gillies, Dean of the Faculty of Administrative Studies. York University, Toronto, told the CMA convention. Institutions that are the most rigid have had the most problems in the past and will continue to have problems in the future. These institutions are the churches, universities, labour unions and governments. The most flexible organization of our society, he said, has been the business corporation.

What are the characteristics of this new system of values? They are: the rejection of the concept of growth for its own sake; an increase in concern over the quality of life; rejection of the work ethic; re-emergence of the concept of individual rights; rejection of authorit sistance on reality, not rhetoric, and a pragmat proach to solving problems.

The central question for the future revolves aroun well our institutions can fulfill socio-economic while they are adjusting to meet the challenges new value system, said Gillies. People don't car problems are solved, as long as there is a solution **new value system assumes that society is prod enough to meet our physical needs; that health ca public responsibility; that everyone should be edu to the extent that he can benefit from it; that pol must be eliminated; that poverty can be reduce that there will probably be a guaranteed income.**

A major problem in the new society, Gillies decla the organization problem. People insist on bei volved in the decision-making process.

Organizations, therefore, must be smaller. The cu bigness is necessary for efficiency is over, aff Gillies. Within the framework of smaller decision ing organizations, people will be able to do wha wish to solve their very different problems. "Fo ample, the pollution problem in Nova Scotia is dif from the one in Toronto and must be solved ently."

The federal Government, he said, must decent real power to the provinces, and the provinces municipalities. Universities must expect to un great reorganization to avoid a repetition of the perience in the late 1960s. In the future, socio-eco goals must be determined and solved in a decentr fashion, not by a central authority.

Planning in the future, said Gillies, must recogni value system of the future. Within such a set of v the market economy can work well—perhaps better it has been able to operate in the past 25 years. Th no reason for despair. To the contrary, said Gillie should welcome much of the change that is co Who can be opposed to more freedom of choic greater freedom for the individual. But if plannin the future is to be successful, there must be a tho comprehension of the changes that are occurring i value systems.

Multinational corporations

"Canadian ownership is not an answer and a pana its own right opposite the business world we face question of securing healthy and growing indust

anada will still come back to whether the economic en-ronment is competitive in a world sense. In the final nalysis, that is what will attract capital into productive se whether it be in Canada or in some other country." peaking at the CMA sessions on Industry in the Glo-l Economy, E. R. Rowzee, Chairman of the Polymer orporation of Sarnia, Ont., advocated that Canadian usiness adopt a broader perspective if it is to remain able. There are few industries in Canada that "are not some measure subject to global economic pressures," said. Polymer had reacted to these pressures by lopting a strategy "to grow as a vital world participant synthetic rubber by achieving a multinational profile, t retaining a strong Canadian presence." Its decision as not affected by foreign control, Mr. Rowzee added. he company is 100 per cent Canadian-owned.

eviewing the company's direction since its formation 1942, Rowzee attributed its survival, despite a spe-alized wartime market, to the recognition of the ex-rt market as a long-term market, to the full com-itment by top management in serving foreign as well domestic customers, and to involving top people per-nally by frequent travel abroad—all at a time when it as not yet fashionable to do so. He noted that **the com-ny also enlisted nationals in other countries to act as stributors of the company's products in those coun-es, and that it employed foreign nationals in manage-ent, selling and manufacturing activities when these ok place outside Canada.**

is strategy had to be modified, again in response to ternational pressures, in the last 15 years. "Only 10 ars ago, 85 per cent of the Western world's synthetic bber originated in Canada and in the United States. day, there is as much production outside North nerica as within it," he said. In the same period, there s been a sharp fall in the proportion of synthetic rub-r traded between continents. Rowzee estimated that le more than 10 per cent is now moving between con-ents, and that even this amount tends to be restricted high-value speciality types and new-generation prod-s for temporary periods. To harmonize with the new bal outlook, Polymer advanced from international nking to "whole new multinational concepts." In line h this change in direction, major installations were lilt in France and Belgium in 1962 and were banded and diversified in terms of product line in 57; international marketing was centralized overseas Switzerland, with regional offices in London, Vienna, kyo, Mexico City and Akron, Ohio; opportunities re taken to supply technical know-how for construc-n of synthetic rubber plants in Mexico and South Af-a; several moves have been made in Europe to ac-ire and thus control parts of the distribution anization; and a plant to solidify a position and w in the latex field in the United States is being com-ssioned this year in Tennessee.

Nationalism is the major problem of the world today, thinks Dr. Sidney E. Rolfe, economist and former consultant to the OECD. "Each nation is determined to do its own thing even if the social cost to the rest of the world of such behaviour is outrageously high," he said. "In recognition of the limits of the nation state we have erected certain para-supranational institutions to cope."

Dr. Rolfe, who resides in New York City, told CMA delegates that if he were to single out one nationalism that is currently more dangerous than any other to international economic equilibrium, "I would criticize my own country. I believe that the major problem we all face now is the international monetary situation. Unless it is fundamentally repaired, it will stop the expansion of world trade and investment, and can indeed precipitate another depression." He believes that the defence of currencies at a national level can only lead to further restrictions, tariff and non-tariff barriers, and more of the type of control of capital movements that is now seen growing in every country.

Rolfe says that the international monetary problem is an American problem. "The U.S. must simply quit dumping unwanted dollars on the world. In order to do so it must reduce the level of its governmental—i.e. military—spending abroad. In the alternative, since the world is still an armed camp where ignorant armies clash by night, some form of burden sharing of the defence costs must be worked out."

With respect to the international corporation, he said, he concurs with Peter Drucker that the world economy needs **"an institution that has a genuine self-interest in the welfare of the world economy, an institution that, in pursuing its own goals, serves the world economy rather than any one of the individual national economies ... This institution is the multinational corporation."**

It is part of the conventional wisdom, Rolfe said, to point out that nationalistic restrictions, and the potential restrictions worked out by every Board of Trade and Ministry of Economics, stands in the way of this rational development. But multinational companies have to take their share of the blame. With a handful of exceptions, the multinational companies still remain uninational in their control, in their management, in their key personnel. Above all, they are themselves victims of nationalism. In the name of good government relations they have accepted every restriction from home governments, have put up with them without a fight and have actually been the bearers of national policy to an unconscionable degree."

To perform the high promise of its function, he said, the international corporation must become more truly international in all of its aspects. "The international corporation is creating a different dimension of economic truth and it must push forward for a political and business mechanism to match that economic truth."

Buckminster Fuller

Could we afford a guaranteed annual income for everyone? "No question about it," says futurist, inventor, architect, writer Buckminster Fuller. There's enough for everybody on the planet, but we bureaucratically operate on the idea that there isn't enough to go around and each person must prove his right to live, he told the CMA.

He went on to tell the businessmen present to get a new accounting system that would take in the complete consequences of an operation--ecology, etc. And the system should be computerized because the computer is not corruptible; hand accounting is.

Individual initiative, Fuller said, can do more than states or organizations. There are checks in organizations that actually prevent breakthroughs. Compared to an auto company's time and costs, Fuller developed a model car at one quarter the cost and in half the time. The individual, he affirmed can do what big government and big corporations can't do. Since 1945, he said, the North American economy has been socialized by governments giving contracts to corporations. The corporations rather than the people have been socialized, making the United States more socialized than Russia. Governments should be housekeepers, Fuller declared. Present laws are inadequate and obsolete in terms of human relations. We ask politicians to make decisions about things that they don't know anything about.

There's a revolution in education coming, Fuller said. Education is needed for persons to know all about humanity and help close the gap in knowledge and understanding of automation. Specialization is contradictory to what people need. People with power institute this sort of concept–divide and conquer. Specialization, he said, is unnatural and illogical. Children aren't born specialists, and humans are the most adaptable of animals. Man has no specialized equipment but has a mind to make his own equipment.

There's no geographical isolation any more. The young think of the whole world, not just part of it. TV has had an important role in this change. A child is exposed to information from TV twice as much as from his pa
And TV speaks with the voice of authority, spe
more eloquently and with more wisdom than the
ents. Wealth has two aspects, Fuller said, the ph
and the metaphysical. The metaphysical aspect i
intellectual input into wealth that rearranges thin
us to use them. Everytime this wealth is used, we
more, and thus metaphysical wealth is constantl
creasing. As for physical wealth, energies are finite
inexhaustible in the universe. Wealth is today, he
You can't order what I ordered yesterday. It can't b
ticulated backwards: it is the extent to which w
things and rearrange them to better serve people.

On being a Canadian

There are great costs in being a Canadian, said
Crump, Chairman, Canadian Pacific Rail, Mon
And these costs are largely economic. "The fact th
are a numerically small people strung out over vas
tances leads to a transport-intensive economy,"
Crump said. **"On a per capita basis, for example,
ada has double the miles of railway mainline than
the U.S. and 40 per cent more miles of surfaced ro
speak from experience when I say that transport is
tly."**

Not only is our economy transport-intensive, he
but its small size makes it difficult to attain the ec
mies of scale available in modern manufacturing
nology. "A recent study prepared for the Econ
Council of Canada has fully documented the high
character of Canadian manufacturing. Other st
have estimated that Canadian GNP is reduced b
tween 7 and 10 per cent by our commercial p
which leads to a fragmented manufacturing industr

Crump says that all of our problems can't be attrib
to economic geography; some are man-made. "Fo
ample, we have chosen to emulate our wealthier n
bour to the south with regard to social benefits.
style benefits, supported by a Canadian-style level c
come, can only lead to higher tax rates—as all
know so well. Again, a cost of being an independen
tion in North America."

The economic costs of independence are easily en
documented. "Income levels in Canada are 28 per
below those in the United States. Indeed, average C
dian income levels are below those in the poorest re
of the United States," stated Crump. "There is onl
slightest indication that the gap is narrowing. Alth
this problem has always been with us, more of
people are becoming aware of the very high price b
paid for economic independence. And there is a
lessness in the land."

come levels within Canada itself, he said, vary tre-endously from region to region, although in recent ars the relative gap has narrowed somewhat. "Despite uch brave talk from Ottawa, and some very large ex-nditures under the heading 'Regional Economic Pol-y,' there must remain grave doubt as to whether pub- policy can significantly reduce the disparities within easonable time frame."

ne large regional income disparities are very destruc-e to national unity, he declared. "They force the poo-r cousin to question the value of the association—this a major part of the problem in Quebec—and they make e richer cousin ask whether he really wants to foot the l for his poorer relations. These are both fair ques-ns and they are being asked with increasing fre-ency."

ne only economically integrated part of Canada he id, is the industrial axis that stretches from Windsor to uébec City, and trade along this axis is substantial. he economic linkages between other parts of the untry are much less secure," Crump noted. "Central nada, by dint of the National Tariff Policy of Mac-onald, finds large markets for its manufactured prod-ts in Western Canada and the Maritimes. On the her hand, Western Canada has only limited markets r its own produce in Central Canada. Although one n cite minor exceptions, it is fair to say that the bulk economic growth that has taken place in Western nada over the past two decades results from ex-nsion of markets in the U.S. and the Pacific basin, not Central Canada. This trend is likely to continue, and plains much of present political discontent in Western nada. The less firm the economic ties, the more vocal the discontent."

rump says that the Maritimes are in the most pre-ious position because their sales to Central Canada e very small and they lack the raw material base to pport exports to the U.S. and offshore. **"The eco-mic links between Western Canada and the Maritimes e almost non-existent. Thus, we have really failed to hieve even a firm economic union within our nation,"** said. "Add to this the particular problems of Quebec, th economic and political, and one appreciates that r confederation is not without its very serious prob-ns. These are the costs of being a Canadian."

t if there were costs, there were also great benefits, he d, and the benefits far outweigh the costs. Our coun- remains relatively untarnished despite some rather ermined efforts on our part to despoil it. Our politics are conducted in an atmosphere of relative rationality and stability. Our political system works, and laws are enacted that are generally sensible. The level of our political leadership has been "remarkably good" and Canadians remain on speaking terms with each other—in two languages.

Although he is a firm believer in a cohesive federal power, he questioned whether this can be achieved by an unyielding rigidity to change, given the realities of our age. Crump would like to see a recasting of the political organization of Canada into a smaller number of larger, more viable units. "It is heartening to see that this is now being rationally discussed."

With regard to economic policy, he said, it is easy to agree that **our goals must be to reduce income disparities within Canada itself, to defuse the economic conflict that is emerging between Eastern and Western Canada, and to narrow the income gap between Canada and the U.S.**

He suggests a careful perusal of the east/west economic alignment, now a century old, "to see if we are now strong enough as a nation to gradually seek a re-orientation of our economic policy." This type of re-orientation would imply a further easing of the economic protectionism contained in the National Policy of MacDonald. "Although high tariffs on manufactured goods were appropriate and necessary in the forging of the nation, they are now contributing to the economic pressures that threaten to split it."

The type of reorientation he had in mind would insist on increasing the attractiveness of imported manufactured goods in Western Canada and the Maritimes; allowing Québec and Ontario to more fully integrate their economies into the heartland of North America, reducing their dependence on Western and Maritime markets; and permitting Canada, and particularly Western Canada, to more fully integrate with the Pacific Rim countries, which are more and more becoming their natural trading partners.

"It might appear somewhat anomolous to suggest that we should consciously set out to weaken the economic ties that were so necessary in the formation of this country," Crump said. "My own view is that it may be even more anomolous to hold rigidly to a policy that worked 100 years ago, in very different circumstances and with very different national objectives. Indeed, in the context of 1971, I suggest that our political union would be assisted, not damaged, by such a policy, which could only materially raise the standard of living in all parts of Canada."

International Labour Conferenc

Canadian delegation to the 1971 International Labour Conference

The ILO is not going down the drain," ILO Director-eneral Wilfred Jenks told the 56th annual Intern-ional Labour Conference held in June in Geneva. "We rve and draw our strength from the whole world," he ntinued. We will continue to do so, with staunch in-grity and fearless impartiality, come what may. Mr. nks' comments followed a decision by the Appropria-ns Committee of the United States House of Repre-ntatives not to recommend the appropriation for the O for 1971. The U.S. assessment covers about 25 per nt of the organization's budget. Last year the United ates withheld half its contribution, triggering a finan-al crisis in the ILO. In his address to this year's confer-ce, Jenks stressed the need for rethinking on the O's work, and for the constant testing of the time-ess, cost-effectiveness and relationship of its varied nctions. He noted that the present financial situation d effected a loss of momentum in the organization's rk but that there had been no loss of direction.

eferring to an address by President Léopold Sédar nghor of Senegal in which he pleaded for better trad-g terms to help developing nations promote their so-al and economic progress, Jenks noted that the confer-ce had before it a resolution requesting a study of the lationship between international trade principles, ndards and practices and the World Employment ogram. He announced that he had already estab-hed preliminary contacts with the heads of the intern-ional organizations concerned, and that there would a special discussion on trade, aid, employment and bour at the November session of the Governing Body.

he conference reviewed the ILO's World Employment ogram and called on the ILO to give continued prior-to employment promotion. It adopted an Intern-ional Labour Convention and Recommendation on otection against benzene poisoning at the workplace d on protecting workers' representatives from dis-imination by their employers. It also approved a 1,503,000 gross expenditure budget to finance the O program of activities for the two-year period 1972-. Resolutions were adopted on strengthening tripart-n in the ILO; against apartheid and racial dis-mination; on equal treatment for migrant workers; the extension of social security; to all segments of the pulation on social problems raised by multinational dertakings; and on the relation between international de and employment.

Tradition was broken in the election for president of the 1971 ILO conference. In the past the presidency had, with one exception, been held by a government delegate. This year **Pierre Waline, French employer delegate and closely associated with the ILO for almost half a century was elected President.** In his presidential address, Mr. Waline predicted that the scheduled discussion of the World Employment Program would highlight two striking features of modern life. One was the keen awareness in some countries of delays in their economic development which cause feelings of injustice; the other feature was technical progress that "creates the need for almost permanent co-ordination between governments, managers and representatives of the workers, within each country and at the international level, to prevent or diminish the crises and suffering which could become the price of this progress."

S. O. Koku of Nigeria, the retiring Chairman of the ILO Governing Body, told the conference that despite financial problems the ILO had completed a full program of important work in the past year, including meetings of the Asian Advisory Committee, the Metal Trades Committee, the Joint Committee on the Public Service, a Maritime session of the International Labour Conference, and meetings of the Consultants on Workers' Education and of Experts on Fiscal Policy for Employment Promotion. He reported that **a total of 130 new ratifications of International Labour Conventions had been registered, and that the operational programs to help countries improve labour and social conditions around the world had continued.** The decentralization policy was pursued with the transfer of 20 professional officers to Bangkok. There was an increased preoccupation with planning and evaluation, as well as the first in-depth review of occupational safety and health programs. He concluded his address by stressing the dynamic nature of the ILO's ability to pass through the difficult events of the past year and to continue its work in the future. ILO objectives "have no political content or characteristics," Mr. Koku said. "They are related solely to the attainment of better conditions of work and life for the toiling masses the world over, and to the provision of adequate employment opportunities for the growing millions of young people throughout the world who are haunted by the lengthening shadows of unemployment, poverty and personal degradation." Koku's successor will be Ambassador Umarjadi Mjotowijono, Indonesia's Permanent Representative in Geneva. He has been the Indonesian representative on the Governing body since 1969 and has served as a member and leader of various Indonesian delegations in economic negotiations and in the United Nations and at other conferences.

Two major office-holders were re-elected. Gullmar genstrom, Director of the Swedish Employers' federation and Chairman of the Executive Committ the International Organization of Employers, wa elected Employers' Vice-Chairman of the Gove Body. Joseph Morris, Executive Vice-President o Canadian Labour Congress, was re-elected Wor Vice-Chairman.

A number of Canadian delegates attended the co ence. Ministers attending were: The Honourable I Mackasey, Canada Minister of Labour, and Honourable R. E. Logan, Minister of Labour fo Province of New Brunswick. Bernard Wilson, Assi Deputy Minister for the Canada Department of La and G. Ignatieff, Ambassador and Permanent R sentative of Canada to the United Nations Offi Geneva were the Government delegates. The Go ment advisors and substitute delegates were: I Campbell, Deputy Minister of Labour for the Pro of New Brunswick and Harry J. Waisglass, Dir General of Research and Development of the Ca Department of Labour.

A number of other government advisers were also tendance: Paul Auger, Second Secretary of the manent Mission of Canada to the Office of the U Nations at Geneva; A. S. Bandzierz, Chief of the T nology and Productivity Division of the Canada partment of Manpower and Immigration; Bernard cher, Director of the Industrial and Comme Inspection Service of the Québec Department of bour and Manpower; Guy de Merlis, Assistant Dir of the International Labour Affairs Branch of the ada Department of Labour; Sylva Gelber, Direct the Canada Department of Labour's Women's Bu J. A. King, Assistant Deputy Minister of Labour fo Province of Manitoba; and Paul Lapointe, Couns to the Permanent Mission of Canada to the Office o United Nations at Geneva. Members of Parliamen tending the conference were: Lincoln M. Alexand Edward Broadbent, C. E. Dionne, A. Portelance, a Turner. Three provincial representatives accompa the Canadian delegation: Gisele Gallichan, Pres taché of the Québec Department of Labour and

ower, Evangeliste Moreault, Director of the Conliation Service of the Québec Department of Labour nd Manpower; and Cyril White, Chairman of the Britsh Columbia Workmen's Compensation Board. F. K. ichan, Vice-President in charge of Industrial Relations Philips Electronics Industries Ltd. and a Deputy ember of the ILO's Governing Body was the Canaan employers' delegates.

is advisers included: S. M. Gossage, a Vice-President the CP Railway Company; Mark Stein, President of agil Construction Ltd.; J. Ward Stewart, Manager of e Atlantic Division of the Canadian Manufacturers' ssociation; R. J. Whittle, Vice-President in charge of dministration at British Columbia Forest Products d.; and R. E. Wilkes, Executive Secretary of the Railway Association of Canada. Joseph Morris, Executive Vice-President of the Canadian Labour Congress and a member of the ILO's Governing Body was the workers' delegate from Canada. His advisers included: George Barlow, Vice-President and Canadian Director of the Retail, Wholesale and Department Store Union; G. C. Gale, Vice-President of the United Transportation Union; Gérard Picard, Trade Union Adviser of the Confederation of National Trade Unions; René Prud'homme, Executive Vice-President of the Public Service Alliance; and John Simonds, Director of the International Affairs Department of the Canadian Labour Congress. G. Seguin of the Canada Department of Labour's Labour-Management Consultation Branch served as the Canadian Administrative Officer. The stenographer was Réjane Dodd of the Canadian Embassy in Brussels, Belgium.

Children—
the overlooked resource

Dr. Frederick Elkin

"The child is a resource, a part of our collective wealth," but our society does not recognize this fact, said Dr. Frederick Elkin, keynote speaker at the first National Conference on Day Care. A York University sociologist, Dr. Elkin is author of "The Family in Canada."

Held at the University of Ottawa from June 21 to 23, the conference was sponsored by the Canadian Council on Social Development and was chaired by Mrs. Anne Barstow of Toronto, Chairman of the Action Committee on Day Care of the Ontario Welfare Council, and member of the Community Day Care Committee of Metro Toronto. Introduced by Mrs. Barstow as the man capable of bridging the gap between the theory of day care and the pragmatic solutions the conference must generate, Dr. Elkin centered his remarks on three major areas: the role of the family in our society, the plight of the child, and the part the community must play in day care.

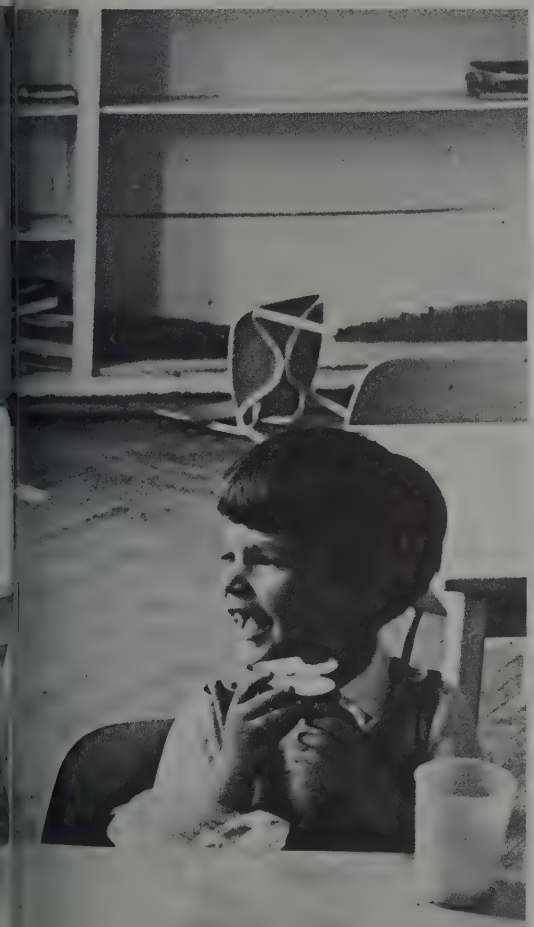
The family has not fared too well in recent years, Dr. Elkin noted, primarily because of the social effects of rapid technological change. Nonetheless, it still performs a vital function: it is a "rest and recovery" area, where there can be unguarded expression of deep feelings. Without the family group "the child is not likely to develop the thoughts associated with human behaviour," Dr. Elkin said.

The child has also been subject to great stress in our society—"one of the indices of an unsatisfactory civilization," continued Dr. Elkin. Parents have one view of the child and society another. Parents want their offspring to be successful, secure and content, and to maintain family ties. Society, however, places its emphasis on the production of law-abiding citizens, loyal to the specific ideals of that society, and committed to participate. This commitment is dependent on the will to participate and the competence to do so. In developing competence, the child is faced with three goals of the larger society: to learn and use a variety of behavioural avenues, to comprehend a variety of social systems and utilize the resources found in them, and to test reality and achieve a broad, positive and sophisticated asses of the world. But the young person's reality testin reveal "institutionalized relationships," where th responsible positions have been socialized into th tudes of their predecessors. We still change the w our institutions by changing its people, said Dr. Their survival depends on the qualifications of th cruits and what recruits are is largely depende their child training.

ie community should therefore recognize its depend-ce on the resource that its children are. **Day care in ntemporary society is a service not just to the family t to our institutions. It must therefore not just perform ustodial role, but an enrichment role as well. Day care not something apart from either family or community. does not substitute for mother or father; it must sup-ement instead, he concluded.**

. Gripton

. James Gripton, presenting "Preliminary Report" the National Study of Day Care Services in Canada, onsored by the Canadian Council on Social Devel-ment, categorized his report as a "non-report on non-ta on non-day care in Canada." Dr. Gripton is at the rleton University School of Social Word. **His report, he said, demonstrated the lack of day-care services in this country. Although the data used in the study were obtained in 1968, Gripton affirmed that they were still relevant because of the sluggish growth of day care in Canada.** The report was divided into four areas reflected in the organization of the major workshops at the conference: legislation, financing, staff training and day care as a community resource.



Legislation on day care is a provincial responsiblity. Of all the provinces, noted the report, only Ontario has what could be considered comprehensive legislation on the subject. Its Act was therefore used as a model against which the other provinces were judged. Under Ontario law, there are specific requirements in terms of facilities and administration of nursery schools and day-care centres, with clear standards on programs, food and nutrition, space requirements, sleeping space and equipment, sanitation facilities and health. The province provides 80 per cent of the operating and renovation costs of municipally operated day-care centres, and 80 per cent of the costs of day-care service purchased by municipalities for children of persons in need. Nonetheless, the Ontario legislation has serious flaws, he pointed out. The municipally operated centres fall far short of the total need and are unevenly distributed in relation to the need. The report noted that capital costs—not shared under the Ontario legislation—rather than the 20 per cent of operating costs not subsidized, are a greater deterrent to municipalities' extablishing their own centres.

Ontario does not specify pre-school teacher qualifications for staff, and consequently, there has been no stimulation of a better level of training. Infants are not covered adequately under Ontario law, although changes are being considered by the Day Nurseries Branch that administers the Act. Finally, the needs test humiliates those parents who could most use day-care services and makes them reluctant to apply, as well as creating a cumbersome administrative apparatus.

The philosophy of the Ontario legislation is that day care is a substitute for parental care in unusual family situations. The province's legislators could do well to look at the Saskatchewan regulations, said the report. **There, the aim is "to promote the growth and development of day-care services for children and to provide or support these services to ensure their availability to all families . . . who need these services."**

On the financial aspect of day-care, Gripton pointed out that a Canada Department of Labour Women's Bureau study on day care, "Working Mothers and Their Child-Care Arrangements," discovered that most families needing the service can't afford it. Various solutions

have been proposed to this dilemma: there is the women's Liberation approach—free day care; the proposal that family allowances be increased to give women the option of working or staying home; or a sliding wage scale rate for day care—a method that the Ontario experience indicates is far from satisfactory, said Gripton.

On staff training, another prime consideration of the national study, Gripton condemned the inferior training of day-care staff in comparison with staff in the public schools. **Since 1968, there had been the institution of day-care training programs by community colleges, he admitted, but there were still no common standards. What is needed is to emphasize the Bachelor of Education level, he said.** He criticized also the social worker input into day-care programs. He stated flatly that this input has hindered day care because it does not emphasize child growth. Finally, he advocated continuing education programs for teachers. Only in Ontario has there been substantial progress on this, with certification of three levels of skill.

Turning to day care as a community resources, Gripton re-emphasized the financial backing provided in the Ontario legislation and its flaws. Summing up, he described day care in Canada as "a program in limbo." To enlist support, he said, day care must show its usefulness to other plans and institutions.

Andrew Fleck Centre

On the second afternoon of the conference, tours of seven different day-care centres were made to give delegates a first-hand impression of the various facilities now in operation in Ontario. **The largest and most complex of these was the Andrew Fleck Centre on George Street in Ottawa, which has been in operation for the last 50 years. This centre has facilities for 140 children from two and one half years to nine years of age. It could legally handle children up to 10 years but the school is completely filled.** Children in the 2½ to 4-year age group stay at the centre all day; the five-year-olds are walked to and from three different schools. When the children reach grade school they go to school by themselves. The school's director emphasized the tremendous liaison the centre has with the various school boards; the centre is in fact considered the legal home base for the children so that they may attend the nearby schools. There are regular staff conferences held with school staff.

At noon a hot meal is served to all groups, and a light supper later in the day. The children stay as late as six o'clock, when their parents pick them up.

The centre complex consists of two buildings w playground between. The main building houses ki garten children on a lower level, along with laundr storage facilities, toddlers on the first floor, and year-olds on the top floor. The smaller one-storey ing is used for two head-start programs, mornin afternoon, as well as for grade-school children at and before and after school. The head-start prog handle 20 and 15 children respectively, all buss and from the centre because it is the only way to e attendance. Bussing is a major expense of the c particularly in the summer, when a special prc goes into effect. Every day in the summer all school children are bussed up to Camp Fortune in tineau Park, along with about 12 to 15 four- and year-olds chosen daily. The older children make t the Ottawa Ski Club's lodge and the younger one based in the baby-sitting building. For this progra regular teaching staff is not large enough and teachers are hired to help out. An emphasis is plac obtaining male teachers, to prevent an all-femal phasis too common in day-care programs. This sur four special staff were hired for a seven-week F program for the Welfare Department. This prc consisted of field trips, and operate from a base Centre Des Petits, which itself closes for the summ

The Andrew Fleck Centre places an emphasis on l within and without its organization. A full-time worker does all intake and decides on acceptance child only if that is the course that is best for the f as a whole. An education supervisor is in charge 15 teachers, and staff meetings with the social w and the director are held regularly on a case- basis. The centre can make referrals through the worker to a mental health clinic and to a public l nurse. There is a doctor on call, and group counsel provided at nights by a part-time worker, partic for sole support parents.

The Andrew Fleck Centre is 98 per cent support tax money. The City of Ottawa and the United A pick up uncovered activities, such as counselling centre's director exposed the fallacy that all paren ing the centre are on welfare. In fact, 40 per cent parents work for the federal Government. A present time, however, only one family can affo pay the full $6.80 official daily cost ($7.74 actu keeping their child at the centre. Under miscella activities, the centre is involved in a demonstratio gram for the federal Government whereby childre placed in homes other than their own in the comm they live in for day care. This is being run on a city basis.

isiting this centre, the delegates were shown to a numer of desirables that later appeared in the recommenations at the closing plenary sessions. Everywhere in e old but clean buildings there was light, colour, ound and texture. The walls and ceilings were fesoned with paintings and mobiles created by the chilen themselves. The shelves and benches were packed ith small animal cages, plants, abstract sculptures. here were play housekeeping areas, a music room with alls racked by an assortment of rhythm instruments, iet areas with rugs on the floor to tempt readers, indidual child-sized cots, building block materials, a room ith odds and ends for building "forts," and, in a small rner outdoors, a tiny garden area. The centre is not rfect, having defects such as the location of the kinrgarten children in the basement across from the each-laden air of the laundry room. Nonetheless, the ildren were obviously interested, involved, happy and mbunctious. This centre is succeeding with its chilen.

ay-care recommendations

ay-care must be accessible to all families who need or nt to use it, was the consensus of a discussion group community resources. Top priority should go to comnities where the needs are most evident. Those comunities not economically self-sufficient should be finced by the various governments. The group urged at the federal Government establish an interpartmental committee "to explore the formation of effective vehicle to co-ordinate all the existing servs to children that are presently vested in a variety of deral departments and agencies." It recommended so that national and local public and private bodies be ged to devote resources to upgrade the role of parents rough information and education programs. It urged so that the Canadian Council on Social Development ablish an independent autonomous national day-care ntre, inter-disciplinary in nature, and representative existing citizens' groups and day-care centres to conn itself with national day-care policy and make recmmendations to the federal Government, educate Cadians on aspects of day care, encourage the velopment of day-care programs, promote standards d encourage the development of local, regional and ovincial action groups.

group concerned with training and educational standds recommended that **there should be a national board day care development services, with national stanrds for certifying these services. In addition it urged tional as well as provincial standards for training all els of personnel in the field of day-care developmental vices.** It recommended that ways be found to facilre upgrading from one level to another and also for experienced people to acquire the appropriate academic certifications. The four levels cited were: Level 1, aid volunteer; Level 2, teachers' assistants, day-care workers, nursery assistants; Level 3, teachers or equivalent; Level 4, university graduates, undergraduates or postgraduate degree holders. It urged that minimum staff requirements should be established and included in all provincial and national legislation. The group had several recommendations for the improvement of environmental factors, including housekeeping centres, wheel toys, musical instruments, water play, science centres, woodworking centres, outdoor programs, books and records, paints, clay, dressup materials and exercise equipment. It stressed health and safety measures and

the encouragement of male participation. It recommended also that parents and staff be involved in policy- and decision-making; that there be close liaison between elementary school staff and day-care staff, that terminology in day-care services be uniform across Canada; and that there be an annual national conference with follow-up reports to all participants.

The legislation committee said that supplementary child care services were part of the total package of social services needed by contemporary families, and day-care legislation had to be clearly articulated but also linked to other programs and policies affecting families. The committee recommended the creation of a National Office of Child and Family Affairs that would include day-care services. The department would be concerned with the establishment of guidelines in the use of federal funds, making possible loans and grants to develop services; the development of guidelines to assist the provinces to draft optimum standards for their legislation; creating consultative services and supporting research and demonstration projects to develop new and better forms of day care and patterns of delivery services. "We further recommend that the licensing of services remain within provincial jurisdiction, and where appropriate, be carried out in conjunction with municipal authorities, but no services can operate without meeting licensee requirements."

Although this committee believed that educational programs should be stressed and advocated properly qualified personnel, it did not wish to give the total responsibility to the public education system. Instead it recommended that there be boards or representatives from health, education, social welfare agencies and the users of the services, who would have the responsibility to set and enforce minimum standards, and serve as a resource for the development of optimum standards to sponsor innovative and experimental programs and offer consultation services. It recommended also that the provinces contribute to the funding of day care in accordance with cost-sharing agreements with federal, municipal and private agencies. Legislation should be open to periodic review, and amendments and revisions should be built in so that standards can be raised as resources, money and personnel become more readily available.

The committee on finance recommended that: the Central Mortgage and Housing Corporation fund non-profit and limited-dividend groups sponsoring day-care centres in the same way as they treat housing under Sec. 16 of the National Housing Act; "sweat equity" represents a dollar figure for uncompensated labour when calculating the group's equity; Central Mortgage and Housing use recognized day-care centre standards for facilities and equipment; the Canadian Council of Social Development develop a National Code of Standards as a guideline for day-care; a national information centre, funded by the federal Government, co-ordinate and share information and initiate research on day-care services, and explore how to interest labour and industry in co-operating with the community to provide day-care services. If a National Information Centre is not established, the committee said, a department of the federal Government should urge labour and indus co-operate in day-care participation by operating care centres alone or jointly; donating money centre; acting as a catalyst for day-care services; pr ing expertise on a voluntary basis to groups wanti set up day-care centres; and contracting for servic their employees. It recommended also that the De ment of National Health and Welfare change the ada Assistance Plan to include: both total operatin and the amortization of capital cost—including e ment; an increase in the proportion of federal sh across Canada, and to assure equal opportunity f provinces to share in the development of day-ca sources, the ratio of federal participation in cost-sh to vary in accordance with the relative economic c tions in the various provinces; and sharing in the of providing day-care services on a basis of a simpl of income employing a sliding fee scale so that all dren can be served.

Minority report

The conference had its share of dissent on sever sues. **On the first night, a group of 25 low-incom welfare delegates met to protest the professional a of the conference.** Ted Preston of Montreal, who nized the meeting, said the protesters believed tha ents instead of professionals should determine th ture of day-care services in their communities. group discussed priorities in allocation of funds fo care and agreed that low-income families should b to receive help in paying day-care fees. After the o recommendations were presented on the final day conference, **a minority report was read into the rec recommended that day care financing and legislati removed from Health and Welfare and put with e tion under the new agency recommended in the o report;** that the federal Government play an activ in funding; that the tax basis be re-examined t new sources of revenue; and that sums of money b aside for community groups.

Dr. Bell

Mrs. William Bell, a Winnipeg-born social worke now works in Tallahassee, Fla., as a consultant fo Child Welfare League of America, completed he as "reactor" for the conference with a closing ad calling for formation of an action network at th gional level to lobby for day-care services. Throug network, she said, communities can be taught tha ents and children must be of concern to all, that so must respond to children. She condemned the att of "Now the conference is over, let's go home and it all to the Canadian Council on Social Developm Instead, Dr. Bell urged action on six or seven fro once. For a start, she suggested bringing local el officials into the network and making them k

lgeable about day care. These are the people who can lk with "clout," she said. Another possibility is to ask dustry to participate directly. The United Auto Workers in Detroit, for instance, have opened 17 day-care ntres. On the regional level, differences should be erlooked in the interest of children's needs. On the tional level, the delegates should attempt to bring together "national contiguous people" and get them involved with each other.

lay-Care Reading List.

is suggested reading list on day care was prepared by leda Paltiel who is attached to the Privy Council Office as co-ordinator of the federal Government's examtion of the report of the Royal Commission on the tus of Women. Mrs. Paltiel wrote the article, "Day re in Europe," that appeared in the July number (p.) of The Labour Gazette.

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Women in trade unions

Job equality and a greater voice within their union the watchwords of the new woman unionist. Bu number of women in unions, although increasing in a lute and relative terms, has not kept pace with th crease in women entering the labour force. In Ca during the 1967-68 period, women's representatio the organized labour force rose by 31,362 to 43 members, according to the 1968 report under the porations and Labour Unions Returns Act. Wo workers comprised 20.4 per cent of all union mem in Canada in 1968, as compared with 19.8 per ce 1967, 17.0 per cent in 1966, 16.6 per cent in 1965, per cent in 1964, 16.6 per cent in 1963, and 16.4 per in 1962. According to a U.S. Department of L study, women unionists in 1958, totalled 3.1 millio 18.2 per cent of total union membership; by 1968, number had risen to 3.7 million, or 19.5 per cent o members. During the 10-year period, unions added two million members to their ranks; women made u per cent of the increase with their largest gain occu in the last half of the decade. Since 1958, 60 women in the United States have joined unions. number of women in the civilian labour force, how grew during the decade from 32.7 per cent of the of 37.1 per cent. The ratio of women union membe employed women had declined over the decade 13.8 to 12.5 per cent.

Canadian unions

Women members in Canada formed the minority i but 29 reporting organizations. In almost half of a porting organizations (74) women members ranged zero to 10.0 per cent. In the eight labour organiza in which women comprised 80 per cent or more o union members, their combined numerical stre amounted to 52,695, or 12.1 per cent of the total n ber of women members. In the 29 labour organiza in which women members formed the majority, combined numerical strength amounted to 180,41 41.2 per cent of all women members.

On a regional basis, there was considerable variatio the distribution of women members or reporting org zations. **Women members in Québec comprised a la proportion (26.3 per cent) of the total union membe in their region than was true of women members where in the country.** Women's representation an all organized workers was highest in Québec (8.1 cent), followed by Ontario (6.8 per cent) and British lumbia (2.2 per cent). Provinces with the lowest centages of women members among all organized w

rs were, Prince Edward Island (less than 0.05 per cent), Newfoundland (0.1 per cent), Nova Scotia and New Brunswick (0.3 per cent). In the Yukon and Northwest Territories, their low rank in all probability is related to the fairly high ratio of men to women in the population.

Labour organizations reporting 10,000 or more women members in 1968 included the Québec Teachers' Corporation (44,587), Canadian Union of Public Employees (38,767), National Federation of Services, CNTU (29,928), Public Service Alliance of Canada (28,099), International Ladies Garment Workers' Union (18,568), Building Service Employees' International Union (16,815), Confederation of National Trade Unions (13,444), International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (11,802), Registered Nurses' Association of British Columbia (11,265), Alberta Association of Registered Nurses (10,490) and Amalgamated Clothing Workers of America (10,375).

Among other reporting organizations with large numbers of women members in Canada were the Civil Service Association of Ontario (9,833), Retail Clerks' International Association (8,121), Canadian Telephone Employees' Association (7,206), Retail, Wholesale and Department Store Union (7,094), Hotel and Restaurant Employees and Bartenders' International Union (7,077), United Electrical, Radio and Machine Workers of America (7,013), International Brotherhood of Electrical Workers (6,906), Textile Workers' Union of America (6,489), United Steelworkers of America (5,979), United Packinghouse, Food and Allied Workers (5,628), Amalgamated Meat Cutters and Butcher Workmen of North America (5,598), National Federation of Clothing Workers, Inc. (5,315), International Union of Electrical, Radio and Machine Workers (5,238) and United Textile Workers of America (4,622).

Out of a total of 9,644 local union branches in Canada, 7,905 had women members. Of the 438,543 women members reported for 1968, 185,481, or 42.3 per cent were in 5,826 local union branches of international unions; 203,435, or 46.4 per cent, were in 1,616 local union branches of national unions; and 49,627 or 11.3 per cent, were in 1,463 local union branches of government employees' organizations.

U.S. unions

A major proportion of total women membership in the U.S. has consistently come from only a small number of unions. Approximately three-quarters of all women members in 1958 and 1968 belonged to 21 unions, each with more than 50,000 women members. These unions operate in a variety of major employment sectors: metals and machinery, clothing, communications, transportation, service, trade, and government. With one exception (the American Federation of Teachers), they bargain for both blue-collar and white-collar workers. In some unions, such as the Communications Workers of America, American Federation of Teachers, Alliance of Independent Telephone Unions (Ind.), Amalgamated Clothing Workers of America, and the International Ladies' Garment Workers' Union, women represent a sizable proportion of total membership. Although women are a relatively small proportion of total memberships in other unions, they are significant in terms of absolute numbers in such large labour organizations as the United Automobile, Aerospace and Agricultural Implement Workers of America (Ind.), International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.), and Amalgamated Meat Cutters and Butcher Workmen of North America.

Four unions contributed almost one-half of the 600,000 gain in women members over the decade: the Retail Clerks International Union, Service Employees International Union, United Automobile Workers, and American Federation of Government Employees. Each has experienced a high total membership growth during the decade, ranging from 43 to 391 per cent. Only in the Service Employees and the Auto Workers has the proportion of women members increased at a faster rate than total membership.

Women made up at least one half of the total membership in one out of seven U.S. unions in 1968. Some shifts occurred from 1958 to 1968 in the number of unions and members, but certain concentrations among ratio groupings remained fairly constant. In both years, approximately one-quarter of all unions had no women on their rolls. These are primarily unions representing workers in industries and occupation considered male domains, such as railroad, construction, mining, fire fighting, and so on. **The number of unions in which women represent over one half of membership has increased slightly over the decade, from 25 to 30;** these unions account for an almost consistent percentage of all women members, 44 per cent in 1958 and 42 per

cent in 1968. Of the three unions reporting that women composed at least 90 per cent of the total on their rolls in 1958, only one, the Laundry and Dry Cleaning International Union (AFL-CIO), remained that size in 1968.

In six industries in which 75 per cent or more of the U.S. workers are organized, women workers range from a negligible to a relatively small proportion of total employment. Conversely, of five industries in which women make up at least half of those employed, only two (apparel and telephone) show a relatively high degree of organization—between 50 and 75 per cent; in one (leather), it is between 25 to 50 per cent, and in two (finance and services), it is less than 25 per cent.

Those industries that are large employers of women and traditionally have been well organized, have significantly expanded their female workforce, thereby outstripping gains in membership during the 1958-1968 period. In the apparel industry, for example, predominantly represented by four unions that together accounted for some 702,000 women members in 1968, approximately 31,000 women members have been added to union rolls over the 10-year period. A disproportionate increase in the number of employed women, about six times that of membership, reflects the adverse effect of the movement of the industry into areas unfavourable to organized labour. Similarly, while employment of women in communications has risen by about 50,000, three major unions in the industry have added only about 14,000 women to their ranks.

On the other hand, **the relatively recent upsurge of organization in government has provided a new source of women members.** Just as membership in government unions has made a significant contribution to the overall growth of the labour movement, rising from 5.8 per cent of total union membership in 1958 to 10.7 per cent in 1968, the increase of women government members has added greatly to their total in unions. In 1968, the 30 unions with 80 per cent or more of their membership employed in government included 450,000 women, or 11.4 per cent of all women members, compared with 172,000, or 5.3 per cent in 1958.

The findings of a 1967 U.S. Bureau of Labor Statistics study of unaffiliated local unions differ from those for national unions. Replies from these organizations indicate that women represented a greater proportion of their total membership than they did in nati unions. **In 1967, 34 per cent of the 475,000 membe unaffiliated unions were women, up from 29 per ce 1961; in national unions the proportion has remaine about 20 per cent of the total.** Of the 884 unaffili unions reporting, about 44 per cent reported no wo members, compared with 23 per cent in nati unions; however, a greater number of unaffili unions reported that women represented more than half of their membership. Unions in this category counted for 70 per cent of women members i unions, while in national unions they represented 42 cent.

One explanation for the greater proportion of wo members in the unaffiliated unions may be found i industries in which these unions were certified as collective bargaining representatives. More mem 12 per cent, were in the service industry than any o sector, and large concentrations were noted also in c munications and electrical machinery.

n terms of the standard measure used to determine the dequacy of representation available to minority groups n public or private office, women had not in 1958 at-ained the level of responsibility and authority that ould be indicated by their numbers as union mem-ers. Despite the substantial increase in number by 968, the best that can be said is that their position had ot deteriorated. At the beginning of the 10-year pe-iod, women officeholders constituted 4.7 per cent of all nion officials listed in the Bureau's biennial Directory; n 1968 the proportion was 4.6 per cent.

n 1958, 32 women held 36 elective and appointive posi-ions whereas in 1968, 38 women held 48 positions. The ncrease both in the number of women with positions nd number of positions held by women can be attrib-ted in part to the addition of three positions in the Di-rectory listing; legal, legislative and public relations activities. When these three categories are eliminated to coincide with the positions existing in 1958, the 1968 total is reduced to 35 women and 40 positions. Hence, on a comparable basis, three women officers were added to union payrolls with a gain of four positions.

Women held one more elective position in 1958 than in 1968, 13 versus 12; most commonly, in both years, secretary-treasurer. At the end of the decade, however, four more women were directing major departments or activities in appointive positions than at the beginning of the period. An unpublished U.S. Bureau of Labor Statistics survey showed that in 1947, AFL and CIO unions had 10 women research directors; in 1958 they had eight, and in 1968 only five. On the other hand, there were 10 women social insurance directors and five editors in 1968, compared with three each 10 years earlier.

The U.S. study reveals also that union members earn higher wages than their non-union fellow workers in most of the occupations that permitted comparisons. The difference in median earnings between union and non-union workers working at any time during the year was $1,540 for women and $1,517 for men. In all comparable occupations studied, however, organized women received lower wages than all men.

Issues that face women at the workplace include equal opportunity for entering occupations, seniority rights, pay, promotional opportunities, and the need for day-care centers. Under legal requirements, unions are required to bargain and represent all workers covered by an agreement, regardless of membership, race, or sex. In a number of instances unions have emphasized the policy of equal treatment for women by including anti-discrimination and "equal pay for equal work" clauses in their agreements.

Despite the legal and contractual obligations imposed on the union, American women members have turned to the U.S. Equal Employment Opportunity Commission for redress of alleged grievances. About 400 such cases were referred to the Commission in fiscal 1970, with the majority concerned with seniority and layoff, rates of pay, demotion, and transfers. As might be expected, where violations of law were found, both the union and the company charged were ordered to correct the situation and often the complainants were awarded compensation for lost earnings.

Price indexes

City consumer, June

Increases were recorded for consumer price indexes (1961 = 100) in all regional cities and city combinations except Edmonton-Calgary, which was unchanged.

With the exception of Halifax and Edmonton-Calgary, food indexes advanced in all cities. The housing components, for all cities except St. John's, increased as higher prices were registered for furniture, hardware, kitchen utensils and a number of appliances and cleaning supplies. Tobacco and alcohol indexes were unchanged except that for Vancouver which rose because of higher prices for alcoholic beverages. The clothing, transportation, health and personal care and recreation and reading indexes, registered mixed movements across the country.

Other price index changes were: Winnipeg +0.7 to 128.7; Saint John +0.4 to 125.5; Ottawa +0.4 to 130.9; Vancouver +0.4 to 126.8; Toronto +0.3 to 129.5; Saskatoon-Regina +0.3 to 123.2; Halifax +0.2 to 126.8; St. John's +0.1 to 123.7; Montreal +0.1 to 126.5; Edmonton-Calgary unchanged at 127.6.

Wholesale

The general wholesale index (1935-39 = 100) adva 0.8 per cent in June to 289.7 from the May inde 287.5. It was 0.9 per cent higher than the June 197 dex of 287.0. Six of the eight major group indexes higher, one declined, and the remaining group, metallic mineral products, was unchanged at 225.5.

The wood products group index rose 2.7 per cen 397.0 from 386.7 on higher prices for spruce, buil board, and pine, reinforced by increases in newsp and wood-pulp because of movements in the exch rate for U.S. dollars. A rise of 0.8 per cent to 321.0 318.6 in the animal products group index reflected increases for fresh meats, fishery products and lives The textile products group index moved up 0.6 per to 261.5 from 260.0 on higher prices for raw cotton. chemical products group index advanced 0.6 per ce 239.8 from 238.4 on price increases for soaps and d gents. An increase of 0.3 per cent to 262.4 from 261 the non-ferrous metal products group index was ma attributable to price increases for domestic zinc. iron products group index advanced slightly to 3 from 314.8. The vegetable products group index m 0.2 per cent lower to 237.4 from 237.8.

Unemployment insurance report

Claims filed in local offices across Canada during May numbered 155,000, a decrease of 54,000 or 26 per cent from the previous month and 11,000 or 7 per cent fewer than the comparable month in 1970. All provinces recorded lighter claim loads of at least 15 per cent in the April to May 1971 comparison. The decline in claims filed in May can be attributed partly to the end of the seasonal benefit period on May 15.

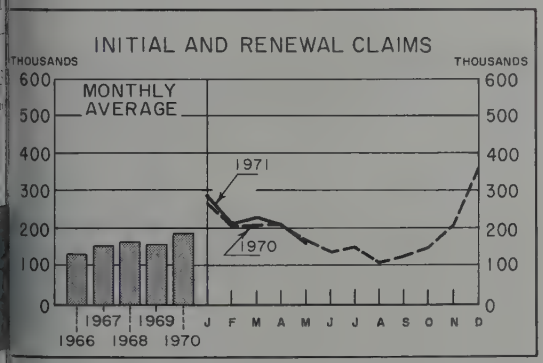
The count of claimants for regular unemployment insurance benefit totalled 496,000 on May 31, some 9,000 or 2 per cent fewer than the 505,000 reported in the same month of 1970. The total reduction in month-end claimants was due mainly to decreases in two provinces—British Columbia (25 per cent) and Québec (8 per cent) which was offset by increases in the remaining provinces ranging from 3 per cent to 36 per cent. year-to-year comparison revealed that male claim were 9 per cent fewer while females climbed by 14 cent. Due to the termination of seasonal benefits in May, the month-end claimant comparison for April May 1971 is not valid.

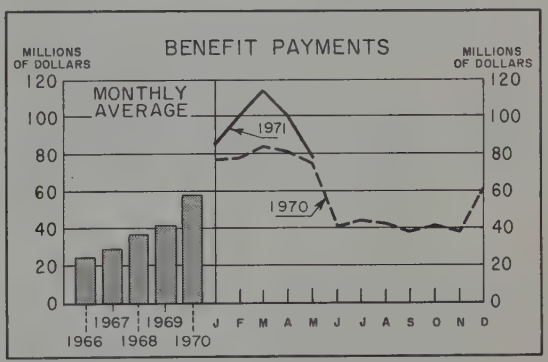
The average number of beneficiaries per week was mated at 550,000, 21 per cent less than the 692,000 mate for the previous month and 4 per cent greater the 530,000 figure for May 1970. **Benefit payments average weekly benefits amounted to $78 mi ($35.26), $100 million ($36.14) and $74 million ($35 respectively.** The Supplementary Unemployment In ance Benefit of 10 per cent, effective January 3, 197 not included in the benefit payment figures.

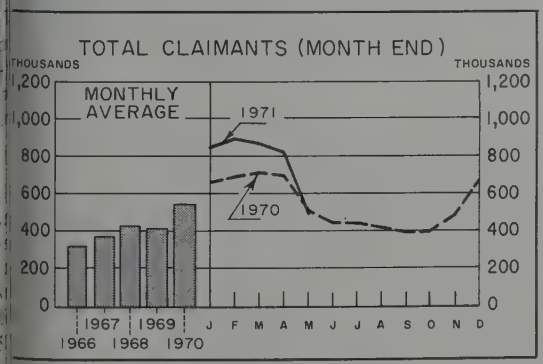
Summary Table

Activity	May 1971	April 1971	May 1970	Cumulative Data: January to May 1971	Cumulative Data: 12 months ending May 1971
			(in thousands)		
Insured population at end of month	—	5,916	5,607	—	—
Initial and renewal claims filed:					
Total	155	209	166†	1,080	2,296
Initial	126	166	126	855	1,738
Renewal	29	43	41	225	558
Claimants currently reporting to local offices	496**	819	505**	781*	595*
Beneficiaries (weekly average)	550	692	530	633*	426*
Weeks compensated	2,199	2,767	2,118	13,295	21,915
Benefit paid	77,541††	100,005††	74,396	478,489††	780,154††
Average weekly benefit	$35.26††	$36.14††	$35.13	$35.99††	$35.60††

*Monthly average.
**Seasonal Benefit is not payable in respect of unemployment occurring after mid-May, hence in total, April and May are not comparable.
†Discrepancy between totals and subtotals due to rounding.
††Supplementary Unemployment Insurance Benefits are not included.







General topics

Employment review

Estimates (not adjusted for seasonality) showed total employment in June to be 8,308,000, an above-average May-June increase of 224,000. Most of this increase was accounted for by the number of young persons entering the labour force at the end of the school year. At 551,000, there was little change from the previous month in the number of unemployed persons. The labour force, at 8,859,000, showed an above-average increase of 232,000 since May. The seasonally adjusted rate of unemployment advanced to 6.4 per cent from 6.3 per cent in May; the unadjusted unemployment rate dropped to 6.2 from 6.3. Compared with June 1970, the labour force increased 182,000, or 2.1 per cent, and employment by 160,000, or 2.0 per cent. The number of unemployed persons rose by 22,000 over the year.

Employment

Among various industries, increases between May and June were above average in community, business and personal service 52,000, manufacturing 43,000, construction 40,000, and public administration 34,000. Employment increases in forestry 14,000, and transportation, communication and other utilities 11,000, were below average. The increase in trade 28,000, was about average. Of the 224,000 increase in employment since May, 175,000 was among 14-24 year olds, as students entered the labour market. For persons 25 years of age and over, employment expansion was about average. All regions shared in the May-June employment gain. The increases in the Atlantic region, Ontario and British Columbia, were well above average. In Prairie region the advance was moderate, and in bec it was a little less than in the last few years.

Seasonally adjusted employment

The seasonally adjusted level of national employ increased to 8,049,000 from 8,025,000. It rose in a gions except Québec. The rise in British Columbi particularly marked and occurred mainly among y persons. All of the increase in seasonally adjusted ployment in Canada was among part-time workers.

Unemployment

With a below-average increase of 43,000 in the nu of unemployed persons between the ages of 14 a and a below-average decrease of 35,000 among tho and over, the overall unemployment level showed change since May. The reduction in unemploy among persons 25 and over was entirely among Usually there is also a decline in unemployme women in this age group. Compared with a year

here were 22,000 more unemployed in June. Of these, 7,000 were teenagers, 14-19 years old. Regionally, here was a large yearly increase in the numbers unemployed in Ontario 36,000, and a large decrease in British olumbia 21,000. Changes in other regions were minor.

easonally adjusted unemployment rate

fter dropping to 6.3 per cent in May, the seasonally djusted unemployment rate rose to 6.4 per cent in ne. This increase was among persons 25 years and ver—the rate for the 14-24 year olds declined. Increases the seasonally adjusted unemployment rates in the tlantic region, Quebec and British Columbia, were alost offset by the decline in Ontario and a smaller reuction in the Prairies.

.S. employment

nemployment in July was 5,300,000 compared with 500,000 in June. The seasonally adjusted rate of nemployment was 5.8 per cent compared with 5.6 per nt in the previous month. In July the actual rate of nemployment was 6.2 per cent compared with 6.5 per nt. The civilian labour force was 86,011,000.

Unemployment insurance fund

uring June, 1971, 17,873 investigations were finalized cross Canada. Of these 11,351 were onpremises investigations and 1,755 were selective investigations to erify the fulfilment of statutory conditions. The reaining 931 formal investigations and 3,836 post audit vestigations were in connection with claimants susected of making false statements to obtain benefits.

unitive disqualifications as a result of claimants mak- g false statements or misrepresentations numbered 799. Prosecutions were commenced in 101 cases, all gainst claimants. This does not include employer prosutions commenced by the Revenue Branch.

evenue received by the Unemployment Insurance und in June totalled $51,835,158.64 compared with 0,006,422.07 in May and $54,341,901.91 in June 1970. **enefits paid in June totalled $49,199,842.42 compared ith $77,541,495.01 in May and $40,509,358.06 in June 71.** The balance in the fund on June 30, 1971 was 47,128,431.54 compared with $244,493,115.32 in May d $407,931,169.03 in June 1970.

October credits

Unemployment insurance report, p. 686, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 690, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 692, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 663, 664, 666, 676, 679, 681. The Public Archives of Canada: p. 658, 660. L. Bianco, Geneva: p. 672; ILO: p. 674, 675; CN Photo: p. 694, 696.

Certification

The Canada Labour Relations Board met for two days during July. It granted six applications for certification, rejected four, and permitted the withdrawal of two. During the month, the Board received fourteen applications for certification.

Applications for certification granted

Le Syndicat des Travailleurs Forestiers de l'U.C.C. de Gaspé on behalf of a unit of longshoremen employed by Consolidated Bathurst Limited, (Chaleurs Division) New-Richmond, Qué. (LG, March, p. 193, April, p. 266, June, p. 398).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of P & D drivers and dockmen employed by Reimer Express (Pacific) Ltd., Burnaby, B.C. (LG, June, p. 399).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen employed by Hill Security Ltd., North Vancouver, B.C. (LG, July, p. 476).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of maintenance employees and labourers employed by Lakehead Track Installations Ltd., Thunder Bay, Ont. (LG, Aug., p. 549).

National Association of Broadcast Employees Technicians on behalf of a unit of technicians and ators employed by Ottawa–Cornwall Broadca Limited, Ottawa, Ont. (LG, Aug., p. 550).

International Association of Machinists and Aero Workers on behalf of a unit of stewards, agent clerks employed by British Overseas Airways C ration, in Metropolitan Toronto and at Toronto I ational Airport.

Applications for certification rejected

International Brotherhood of Pulp, Sulphite and Mill Workers, Local 574, applicant, Consolidated urst Limited, (Chaleur Division) New-Richmond, respondent, and Le Syndicat des Travailleurs Fore de l'U.C.C. de Gaspé, intervener. (LG, March, p April, p. 266, June, p. 398). The application was re because it was not supported by a majority of th ployees in a representation vote conducted b Board.

Transport Drivers, Warehousemen and Helpers' U Local 106, International Brotherhood of Team Chauffeurs, Warehousemen and Helpers of Am applicant, Voyageur (1969) Inc., Montreal, Qué spondent (telephone operators), and Le Syndica employés de terminus du Transport Voyageur (intervener. (LG, June, p. 398, Aug., p. 549). The cation was rejected because, in the light of the evi adduced at the hearing, the unit of employees pro by the applicant is not appropriate for collective gaining.

International Alliance of Theatrical Stage Empl and Moving Picture Machine Operators of the U Stated and Canada, Local 848, Sydney and Glace N.S., applicant, and Cape Breton Broadcasters Li (CJCB-TV), Sydney, N.S., respondent, (LG, Au 550). The application was rejected because the u employees proposed by the applicant is not appro for collective bargaining.

Canadian Brotherhood of Railway, Transport and eral Workers, applicant, Reimer Express Lines Winnipeg, Man., respondent, and General D Warehousemen and Helpers, Local 979, Interna Brotherhood of Teamsters, Chauffeurs, Warehous and Helpers of America, intervener. The appli was rejected because it has been abandoned by th plicant.

equest for review under Section 61(2)

he Board entertained a request from Meyers Transort Ltd., Campbellford, Ont., to reconsider its grant of ermission to the General Truck Drivers' Union, Local 38, International Brotherhood of Teamsters, Chauffurs, Warehousemen and Helpers of America, to withraw an application for certification of a group of aintenance employees, drivers and dockmen emloyed by the said company, on the understanding that he application for reconsideration would be deterined upon consideration of the written submissions of he interested parties.

pplications for certification received

abourers Protective Union, Local No. 9568, on behalf f a unit of employees of Charlottetown Steamship ompany Ltd., Charlottetown, P.E.I. (Investigating Ofcer: C. A. Ogden).

abourers Protective Union, Local No. 9568, on behalf f a unit of employees of Co-Operative Transport Marime Aerien, Grindstone, Magdalen Island, Que. (Inestigating Officer: C. A. Ogden).

eneral Truck Drivers and Helpers Union, Local 31, nternational Brotherhood of Teamsters, Chauffeurs, Varehousemen and Helpers of America, on behalf of a nit of employees of T.I.M.E. D.C. Inc., Burnaby, B.C. nvestigating Officer: G. W. Rogers).

e Syndicat National des Employés de l'Aluminium de aie Comeau on behalf of a unit of employees of La ociété Canadienne des Métaux Reynolds Ltée, Baie omeau, Qué. (Investigating Officer: M. Archambault).

everage Dispensers and Culinary Workers Union Lol 835, Hotel and Restaurant Employees and Bartends International Union on behalf of a unit of cooks and tchen employees of Pacific Western Airlines Ltd., ancouver International Airport, B.C. (Investigating fficer: G. W. Rogers).

International Longshoremen's Association, Local 1845, on behalf of a unit of employees of Canada Steamship Lines Limited, Montreal, Qué., employed at Port of Montreal and Valleyfield, Qué., (Investigating Officer: M. Archambault).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Bekins Moving & Storage Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Commercial Truck Ltd., New Westminster, B.C. (Investigating Officer: A. A. Franklin).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Arrow Transfer Ltd., North Vancouver, B.C. (Investigating Officer: A. A. Franklin).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Soo-Security Motorways Ltd., Burnaby, B.C. (Investigating Officer: G. W. Rogers).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Doman-Marpole Transport Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of O.N.C. Motor Freight System, Burnaby, B.C. (Investigating Officer: G. W. Rogers).

International Association of Machinists and Aerospace Workers on behalf of a unit of maintenance and service employees of Wardair Canada Ltd., Edmonton, Alta., employed by the Company in Canada (Investigating Officer: G. W. Rogers).

Conciliation

During July the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian Marconi Company, Montréal, Qué., and Salaried Employees' Association (Marconi) (representing employees of Special Services Division, Field Service Group) (Conciliation Officer: G. R. Doucet).

The Pelee Shipping Company Limited, St. Thomas, Ont., and Seafarers' International Union of Canada (Conciliation Officer: H. A. Fisher).

Bell Canada, Montréal, Qué., and Traffic Employees' Association (Conciliation Officer: G. R. Doucet).

Provost Cartage Inc., Ville d'Anjou, Qué., and Association of Employees of Provost Cartage Inc. (Conciliation Officer: M. Archambault).

Scandia Trucking Ltd., Edmonton, Alta., and General Teamsters, Local Union No. 362 (Conciliation Officer: D. H. Cameron).

Voyageur (1969) Inc., Montréal, Qué., and transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: R. G. Dorion).

National Harbours Board, Port of Montréal, and le Syndicat National des Employés du Port de Montréal (CSN) (cold storage warehouse and refrigeration engineers) (Conciliation Officer: M. Archambault).

National Harbours Board, Port of Vancouver, and Vancouver Harbour Employees' Association, Local 517, I.L.W.U. (Conciliation Officer: D. H. Cameron).

Atomic Energy of Canada Limited, Chalk River, and 404, Office and Professional Employees In tional Union (Conciliation Officer: T. B. McRae).

Settlements by conciliation officers

Air Canada, Montréal, Qué., and Canadian Ai Flight Attendants Association (Conciliation Offic N. Gray) (LG, Aug., p. 545).

The Pembroke Electric Light Company Limited, broke, Ont., and International Brotherhood of Ele Workers, Local 1905 (Conciliation Officer: H. A. F (LG, Aug., p. 546).

Omstead Refrigerated Transportation Limited, V ley, Ont., and Teamsters, Chauffeurs, Warehou and Helpers, Local 880 (Conciliation Officer: Fisher) (LG, Aug., p. 546).

Conciliation boards appointed

Canadian Broadcasting Corporation, and Nation sociation of Broadcast Employees and Technician Sept., p. 627).

Northern Industrial Carriers Limited, Edmonton, and General Teamsters, Local 362, and General Drivers and Helpers, Local Union No. 31 (LG, Se 627).

otor Transport Industrial Relations Bureau of On-io (Inc.), Rexdale, Ont., (representing various truck-g companies) and Teamster Local Unions 91, 141, 9, 880 and 938 (representing drivers and maintenance nployees) (LG, Sept., p. 627).

nadian Broadcasting Corporation, and Service Em-oyees International Union, Locals 183, Ottawa and 4. Toronto (LG, Sept., p. 627).

nadian Pacific Railway Company (British Columbia ke & River Service) and Canadian Brotherhood of ilway, Transport and General Workers (LG, Aug., p. 6).

dio Lac St-Jean Ltée (CFGT), Alma, Qué., and Na-nal Association of Broadcast Employees and Tech-ians (LG, Aug., p. 546).

nadian Pacific Railway Company (British Columbia ke & River Service) and Canadian Merchant Service ild (LG, Aug., p. 546).

Compagnie de Radiodiffusion CKCH de Hull nitée, Hull, Qué., and National Association of Broad-t Employees and Technicians (LG, June, p. 394).

nciliation boards fully constituted

e Board of Conciliation and Investigation established deal with a dispute between CFRA Limited, Ottawa, t., and Association of Canadian Television and Ra-Artists (ACTRA) (LG, Sept., p. 628) was fully con-uted with the appointment of Cleve Kidd of Toronto chairman. Mr. Kidd was appointed by the Minister the absence of a joint recommendation from the er two members of the Board, company nominee rren K. Winkler, and union nominee L. C. Arnold, h of Toronto.

e Board of Conciliation and Investigation established deal with a dispute between Charterways Co. Lim-d, Windsor, Ont., (formerly known as Skinner School s Lines (St. Thomas) Limited) and Amalgamated nsit Union, Division 1415 (LG, Aug., p. 547) was ly constituted with the appointment of Thomas C. Connor of Toronto as chairman. Mr. O'Connor was ointed by the Minister on the joint recommendation the other two members of the Board, company nomi-e Frederick William Murray, Don Mills, and union minee David Jewhurst, Windsor.

The Board of Conciliation and Investigation established to deal with a dispute between Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Pilots Association (LG, Aug., p. 547) was fully constituted with the appointment of Dr. Noel A. Hall of Vancouver as chairman. Dr. Hall was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee David Edward Hewitt, Burnaby, B.C., and union nominee John Lesley Fryer, Delta, B.C.

Conciliation board report received

Brunterm Limited, Saint John, N.B., and International Longshoremen's Association, Local 273 (LG, Sept., p. 628). (Full text appears in Supplement No. 6, 1971).

Strike action

Canadian National Hotels Limited (Hotel Nova Scotian) Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (LG, Sept., p. 629) (strike commenced July 6 and terminated July 9 with mediation assistance of R. L. Kerwin). (Full text appears in Supplement No. 5, 1971).

Transport Desgagnés Inc., Charlevoix, Qué., and Seafarers' International Union of Canada (LG, Sept., p. 629) (strike commenced July 5 and terminated July 20 with mediation assistance of R. G. Dorion).

Air Canada, Montréal, Qué., and International Association of Machinists and Aerospace Workers, District Lodge 148 (LG, Sept., p. 629) (two rotating strikes of 24 hours duration were held during the period July 13 and July 22 when agreement was reached with the mediation assistance of Bernard Wilson, W. P. Kelly and R. Nat Gray).

Strike terminated

Defence Construction (1951) Limited (employees at Nanaimo, B.C. and Courcelette, Qué.) and Public Service Alliance of Canada (LG, Sept., p. 629) (strike terminated July 14 with the mediation assistance of A. R. Gibbons).

Railway arbitration

Seven disputes were dealt with by the Canadian Railway Office of Arbitration on June 8, 1971. Three grievances were dismissed and four were allowed.

Case No. 288. A dispute between the CN and the Brotherhood of Maintenance of Way Employees over the assignment of work on an unassigned day.

The union alleged that the company had violated the collective agreement when it assigned section forces to cut rail ends on a Saturday instead of reserving the work for qualified welders. The union's interpre was that the job should have been done by a r employee and only welders could be considered r employees for this work. The arbitrator, ho agreed with the company's position that cuttin ends was not exclusively a function of the welde could in some circumstances be done by others. particular case it had not been established that a was the only employee who could be considere "regular employee." He therefore dismissed the ance.

se No. 289. A dispute between CP Rail and the United ansportation Union over whether notice of dis- ntinuance of certain trains had to be given to the ion.

ien the railway discontinued 10 trains the union con- ided it had violated the agreement in not giving the ion notice, because the discontinuance of the trains d definitely effected a material change in working nditions that had, in turn, adversely affected the em- yees. By the collective agreement, any more resulting such adverse effects could not be made without ad- nce notice to the union. The company, however, imed exemption because the cancellations had been result of "a decline in business activity, fluctuations traffic . . . or other normal changes inherent in the na- e of the work." The arbitrator noted that much of the cline had occurred "after the company had altered schedules of the trains in such a way as to make m, perhaps, less desirable to the travelling public." his view the cancellations were not a normal change hin the meaning of the agreement and notice ought have been given. He allowed the grievance.

se No. 290. A dispute between CN and the Canadian otherhood of Railway, Transport and General Work- over the dismissal of three employees without an in- tigation.

ter completing their normal shift, three employees of Master Control Office . . . had someone phone to re- rt that they were ill. When the Supervisor phoned to d out the cause of absence he was unable to reach m. Registered letters were then sent to the men's mes to advise them that if they did not furnish proof illness or return to work within 10 days, they would considered to have resigned. They did not reply and re "staffed out of service." The union claimed this s in violation of the agreement, which forbade dis- arge without an investigation. During the hearing, it s first established that the grievors had not received warning letters. Because they were unaware of the oceedings against them, and because the action lead- to their separation had not been initiated by them t by the company, the arbitrator rejected the argu- nt that the men had resigned. He noted that the com- ny had failed to follow the procedure set out in the lective agreement. Therefore, because the three men d been deprived of the opportunity to have their es heard, the arbitrator nullified the discharge and lered benefits and with no loss of wages. The arbi- tor did note that the grievors appeared to have been lty of "rather flagrant misconduct" but that this had t been the issue in this case.

Case No. 291. A dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a warehouseman's claim for pay for work on an unassigned day that was assigned to a junior employee.

Work that had to be done on a Sunday was assigned to a regular warehouseman who was junior to another regular warehouseman, who claimed overtime pay at double time because the company must offer work to employee in order of seniority.

The arbitrator stated that he could not stipulate that the company must in all cases follow the order of seniority, as to do so would, in effect, add a new provision to the collective agreement. In the case at hand, he noted that the more senior man had been given an equal opportunity for overtime work a few weeks after the disputed incident and that there had been no evidence of discrimination. The grievance was therefore dismissed.

Case No. 292. A dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the claim of 16 employees that overtime work had been improperly assigned to junior employees.

As in Case 291 the Arbitrator could not rule that the order of seniority must be followed in assigning work on unassigned days to one of a number of regular employees, nor could he find any instance of discrimination. The grievance was therefore dismissed.

Case No. 293. A dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over an appealed promotion.

The employee had been denied the position of cheque processor because of his refusal to undergo a skills test. Under the collective agreement, promotion was to be governed by a combination of seniority and ability, and ability was to be determined first by an assessment by a company official and then a probationary period of 30 days. The grievor, who had 18 years experience in duties similar to those of the new position, had refused

to take a basic skills test because he felt it was demeaning. The arbitrator noted that the company had the right to ask for such a test and that the man had been wrong to refuse to take it. Nonetheless, the issue was not whether or not the grievor succeeded at the test, said the arbitrator, but whether there appeared to be a reasonable likelihood of his qualifying for the position. The grievor did have the apparent qualifications, and being the senior applicant, was entitled to the trial period provided for in the collective agreement. But, because of his refusal to follow the procedure required by the company, he was not entitled to any compensation if it is determined, after the trial period, that he is qualified for the job.

Case No. 294. A dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the dismissal of a warehouseman.

A warehouseman whose record was free of demerits on September 1 was dismissed on September 10 because he had accumulated more than 60 demerit marks for failing to report for overtime work prior to the start of his regular shift on September 2, 8, 9 and 10. The penalty assessed on each occasion was double that of the time before. The union contended that the demerit marks were unfairly assessed and requested that the warehouseman be returned to service with full seniority and compensation for all time lost. The company contended that his dismissal was fully warranted and declined to reinstate him.

The arbitrator, pointing out that the collective agreement does not require an investigation prior to the imposition of discipline but simply that no employee will be dismissed without just cause, stated that the issue before him was simply whether the grievor was discharged for just cause. The grievor, the arbitrator said, was quite properly assessed five demerits for failure to report on September 2 and for his offences on September 8, 9 and 10, he was properly subject to discipline, and, in the arbitrator's view, it was quite proper to increase the discipline progressively as his offences continued. "It appears, however, that the grievor was not given notice of the discipline imposed except on the first, and again on the final occasion. It was not, in fact, unmistakably brought home to him by September 9 that one further violation would make him subject to discharge." It was true that the grievor was properly subject to discipline in each case but where he has not been advised of the extent of the discipline "the effectiveness of progressively increasing penalties is obviously lost." The grievor did not know that he had been disciplined more than once until September 10, when he was told th had been disciplined four times. "Disciplinary p dures of which the employee is not advised can sc be called disciplinary procedures at all."

The company had not, he continued, followed a derly system of progressive discipline, since it fai advise him on each occasion, and discharge had excessive penalty for events that really formed pa single protracted incident and the company di have just cause to discharge the grievor. He the ordered the grievor reinstated, without loss of sen with compensation of earnings only from Decemb thereby actually imposing a three-month suspe He was also to carry 30 demerit points on his recor

Decisions of the Umpire

CUB 2989. The claimant applied for unemployment insurance benefits on September 27, 1969, stating that he had worked from September 22, 1965 to July 4, 1969 inclusive, when he was laid off because of a lack of work. He requested that his claim be antedated to July 6, stating that there had been a meeting on April 28 with the company, union and Unemployment Insurance Commission representatives, and this is why he had not filed his application earlier.

"At that time it was agreed that the general continuous holiday would be from July 13 to 26, 1969," he said. "During the week of June 29 to July 6, 1969, my foreman verbally advised me that I would be on vacation during the weeks of July 6 to 13, and July 13 to 20. Therefore, unless there was some change in plans accepted by the company, the union and the Unemployment Insurance Commission, the agreement . . . was still valid and legally binding during the period from July 13 to 20, 1969. Consequently, between July 6 and 13, 1969, I was not on vacation but was actually 'laid off' by the company."

The claimant and 35 other employees were laid off on July 4 and were told by their foreman that they were on vacation for the next two weeks and were to return to work on July 21. The claimants believed that the week beginning July 6 was a layoff week and that only the week beginning July 13 was a vacation week since the general holiday period recognized by the employer was from July 13 to 26. The claimants' main concern was to establish their right to benefit for the week beginning July 6.

When the insurance officer notified the claimant that he was not entitled to have his claim antedated to July 6 because he had failed to prove that he had a good reason for delaying his claim, the claimant appealed to the Board of Referees, who heard the case on January 28.

At the time of this hearing the union reminded the Board that under rules of the Québec Minimum Wage Commission, an employer must notify his employees of their annual vacation period at least 16 days in advance. The company had not complied with that regulation. No form was signed by the claimant to the effect that he had requested or agreed that the date of his vacation be changed.

Union representatives attempted to show that the claimant had been laid off and not on vacation for the period from July 6 to 13, but the Board pointed out that the claimant had in fact received his normal vacation pay from his employer for that period. Furthermore, **the claimant had not filed his claim for benefit before September 27 and the majority of the board concluded that he had failed to prove that he had fulfilled all the conditions of entitlement to benefit and dismissed the appeal.** One dissenting Board member felt there was some confusion as to whether July 6 to 13 was a layoff or vacation period.

The union then appealed to the Umpire saying that the Board had not sufficiently understood the application to antedate. They requested also that, in view of the complexity of the Supplemental Agreement respecting the 1968 Supplemental Unemployment Benefit Plan signed by the company and the union and approved by the Commission, all facts concerning the collective agreement and minimum wage legislation be thoroughly studied and a decision rendered. After a careful study the commission upheld the decision made by the Board.

When the Deputy Umpire heard the case, he agreed with the union that the company had not strictly complied with the terms of the collective agreement in asking the claimant and the others involved in this situation to take their vacation one week earlier. But he felt that this had no bearing on the case.

"From the overall circumstances related to this case, and specially from the payment of wages for two weeks' vacation," the Deputy Umpire said, "it is clearly evident that during the period in question the company considered the claimant to be on vacation and the claimant himself believed that. The only issue here is the application of the Unemployment Insurance Act and its regulations . . . The claimant did not submit his application to have his claim antedated until September 27, 1969 . . . If only a delay in filing a claim were involved here, I would be most sympathetic towards the claimant and the other persons in the same situation . . . (but) **it is clear that section 150 of the regulations does not permit a claim to be antedated when all the conditions of entitlement to benefit are not fulfilled. The insurance officer was therefore fully justified in rendering his decision." The majority decision of the Board of Referees was therefore upheld and the appeal dismissed.** The decision also applied to the other employees who were in the same position.

Publications in the library

List No. 271

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

Business

■ **No. 1—Conference Board.** Corporate organization for pollution control [by Richard A. Hopkinson. New York, c1970.] 72 p.

■ **No. 2—Conference Board.** Integrating foreign subsidiaries into host countries [by James R. Basche, Jr. New York, 1970] 50 p.

■ **No. 3—Conference Board.** Qualified stock options for executives [by Harland Fox. New York, 1970] 48 p.

■ **No. 4—Morin, Desmond B., ed.** Acquisitions and mergers in Canada, edited by Desmond B. Morin [and] Warren Chippindale. Toronto, Methuen [c1970] xiv, 382 p.

■ **No. 5—Sanzo, Richard.** Ratio analysis for small business. 3d ed. Washington, GPO, 1970. 65 p.

Disadvantaged

■ **No. 6—Levine, Robert Arthur.** The poor ye nee
have with you; lessons from the War on Poverty.
bridge, M.I.T. Press, 1970. viii, 262 p.

■ **No. 7—Macarov, David.** Incentives to work. [1
San Francisco, Jossey-Bass, 1970. xiv, 253 p.

■ **No. 8—Reubens, Beatrice G.** The hard-to-em
European programs. Foreword by Eli Ginzberg.
York, Columbia University Press, 1970. xxii, 420 p

Hours of labour

■ **No. 9—Poor, Riva, comp.** 4 days, 40 hours; r
ing a revolution in work and leisure. Foreword by
A. Samuelson. Cambridge, Mass., Bursk and Poor
lishing, 1970. 175 p.

Industrial relations

■ **No. 10—Clegg, Ian.** Industrial democracy. Lo
Sydney, Sheed & Ward, [1968, c1969]. 61 p.

■ **No. 11—Emerging sectors of collective barga**
Seymour L. Wolfbein (ed.) Braintree, Mass.,
Mark Pub. Co., 1970. viii, 260 p.

■ **No. 12—Tabb, Jay Yanai.** Workers' participati
management; expectations and experience, by J.
Tabb and Amira Goldfarb. [1st ed.] Oxford, New
Pergamon Press, 1970. xv, 302 p.

■ **No. 13—Updegraff, Clarence Milton.** Arbitration and labor relations. 3d ed. Washington, Bureau of National Affairs, 1970. xxiv, 454 p.

Labour organization

■ **No. 14—Barrow, Logie.** A short history of the British labour movement. London, Sydney, Sheed & Ward, 1969. vii, 56 p.

■ **No. 15—Cohen, Sanford.** Labor in the United States. 3rd ed. Columbus, Ohio, Charles E. Merrill Pub. Co., c1970. xii, 660 p.

■ **No. 16—Oram, Robert Bruce.** The docker's tragedy. London, Hutchinson, 1970. xi, 196 p.

Management

■ **No. 17—Edwards, George A., ed.** Exploring the frontiers of administration: six essays for senior managers. Toronto, York University, Faculty of Administrative Studies, Bureau of Research, c1970. 97 p. Contains edited versions of six lectures delivered as part of the 1969 Distinguished Lectures in Administration at York University. Contents: U.S. enterprise and the Canadian economy, by Raymond Vernon. Human resource management, by R. Lee Brummet. Social cost and public policy, by Ronald H. Coase. Management and the generation gap, by Murray G. Ross [and others]. The failure of intelligence: the uses and abuses of experts, by Harold L. Wilensky. The changing dimension of financial administration, by James C. Van Horne.

Manpower policy

■ **No. 18—Industrial Relations Counselors, inc.** Manpower and planning; papers presented at the IRC Symposium held at Morristown, New Jersey, September 25-27, 1968. New York, 1970. 171 p.

■ **No. 19—U.S. Department of Labor.** U.S. manpower in the 1970s; opportunity & challenge. Washington, GPO, 1970. [27] p.

■ **No. 20—U.S. Department of Labor. Manpower Administration.** Employer manpower planning and forecasting. Washington, GPO, 1970. 38 p.

Women

■ **No. 21—Regional Trade Union Seminar on the Employment of Women, Paris, 1968.** Employment of women; regional trade union seminar, Paris, 26th-29th November 1968; final report. Paris OECD, 1970. 385 p.

■ **No. 22—U.S. Congress Senate. Committee on the Judiciary.** Equal rights 1970. Hearings, Ninety-first Congress, second session, on S. J. Res. 61 and S. J. Res. 231, proposing an amendment to the Constitution of the United States relative to equal rights for men and women. Washington, GPO, 1970. v, 433 p.

■ **No. 23—U.S. President's Task Force on Women's Rights and Responsibilities.** A matter of simple justice; the report of the President's Task Force on Women's Rights and Responsibilities. Washington, GPO, 1970. ix, 33 p. Virginia R. Allan, chairman.

Miscellaneous

■ **No. 24—Adler-Karlsson, Gunnar.** Reclaiming the Canadian economy; a Swedish approach through functional socialism. With an introduction by Abraham Rotstein. Toronto, Anansi, 1970. xx, 98 p. First published in Sweden in 1969 under the title Functional socialism: a Swedish theory for democratic socialization.

■ **No. 25—Great Britain. Departmental Committee on the Fire Service.** Report. London HMSO, 1970. x, 228 p. At head of title: Home Office and Scottish Home and Health Department. Chairman: Sir Ronald Holroyd.

■ **No. 26—Metzger, Bertram L.** Investment practices, performance, and management of profit sharing trust funds; a study in depth of actual holdings and results, with certain comparative pension data. Evanston, Ill., Profit-Sharing Research Foundation, 1969. xx, 620 p.

■ **No. 27—Wall, Joseph Frazier.** Andrew Carnegie. New York, Oxford University Press, 1970. xi, 1137 p.

■ **No. 28—Working Party on Large Industrial Construction Sites.** Large industrial sites; report. London, HMSO, 1970. x, 139 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Pr
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended July 24, 1971				
Employed	July	9,068	+ 2.4	
Agriculture	July	8,554	+ 3.0	
Non-agriculture	July	612	+ 12.5	
Paid workers	July	7,942	+ 2.3	
At work 35 hours or more	July	7,410	+ 2.8	
At work less than 35 hours	July	5,711	− 15.1	
Employed but not at work	July	1,031	− 17.8	
Unemployed	July	1,812	+461.0	
Atlantic	July	514	− 6.7	
Québec	July	51	+ 8.5	
Ontario	July	184	− 3.7	
Prairie	July	159	− 18.0	
British Columbia	July	61	+ 15.1	
		59	− 10.6	
Without work and seeking work	July	487	− 9.0	
On temporary layoff up to 30 days	July	27	+ 68.8	
INDUSTRIAL EMPLOYMENT (1961 = 100)†	May	128.7	+ 3.0	
Manufacturing employment (1961 = 100)†	May	123.7	+ 1.6	
IMMIGRATION	1st 6 mos. 1971	591.77	—	
Destined to the labour force	1st 6 mos. 1971	319.17	—	
STRIKES AND LOCKOUTS				
Strikes and lockouts	July	108	− 14.3	
No. of workers involved	July	40,055	− 9.4	
Duration in man days	July	360,080	+ 23.3	
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	May	134.17	+ 0.4	
Average hourly earnings (mfg.)†	May	3.27	+ 0.9	
Average weekly hours paid†	May	39.4	− 0.8	
Average weekly wages (mfg.)†	May	128.83	+ 0.2	
Consumer price index (1961 = 100)	June	133.0	+ 0.2	
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	May	130.1	− 0.1	
Total labour income (Millions of dollars)†	May	3,973.0	—	
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	June	175.4	+ 0.5	
Manufacturing	June	171.9	+ 0.4	
Durables	June	193.2	+ 0.2	
Non-durables	June	155.1	+ 0.6	
NEW RESIDENTIAL CONSTRUCTION**				
Starts	June	18,248	+ 20.2	
Completions	June	10,824	− 23.0	
Under construction	June	131,084	+ 5.7	

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bu Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

E-1 to E-4—Unemployment Insurance

F-2—Prices

G-1 to G-4—Strikes and Lockouts

There will be no C or F-1 tables this month. Information for these tables was not available at press time. They will reappear in future issues as the information becomes available from the source.

A—Labour Force

Table A-1—Regional Distribution, Week Ended July 24, 1971

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	9,068	732	2,519	3,387	1,480	950
Men	6,137	510	1,719	2,250	1,012	646
Women	2,931	222	800	1,137	468	304
14-19 years	1,258	118	337	444	229	131
20-24 years	1,452	153	438	491	233	137
25-44 years	3,658	247	1,048	1,418	541	403
45-64 years	2,511	199	653	960	435	264
65 years and over	189	16	42	74	41	16
EMPLOYED	8,554	681	2,335	3,228	1,419	891
Men	5,769	470	1,581	2,136	973	609
Women	2,785	211	754	1,092	446	282
Agriculture	612	29	128	160	255	40
Non-agriculture	7,942	653	2,207	3,068	1,164	850
Paid Workers	7,410	601	2,050	2,882	1,095	782
Men	4,861	405	1,371	1,861	700	525
Women	2,549	196	679	1,021	396	257
UNEMPLOYED	514	51	184	159	61	59
Men	368	40	138	114	39	37
Women	146	11	46	45	22	22
PERSONS NOT IN LABOUR FORCE	6,340	674	1,847	2,192	980	647
Men	1,495	186	431	503	226	149
Women	4,845	488	1,416	1,689	754	498

Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended July 24, 1971

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 and
	(in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	15,408	2,552	4,280	1,313	4,435	1,217	
LABOUR FORCE	9,068	1,258	4,097	1,159	1,515	849	
Employed	8,554	1,073	3,961	1,051	1,477	810	
Unemployed	514	184	136	108	38	39	
NOT IN LABOUR FORCE	6,340	1,295	183	154	2,919	368	
PARTICIPATION RATE†							
1971—July 24	58.9	49.3	95.7	88.3	34.2	69.8	
June 19	57.6	40.1	95.8	87.3	35.0	70.4	
UNEMPLOYMENT RATE‡							
1971—July 24	5.7	14.6	3.3	9.3	2.5	4.6	
June 19	6.2	19.3	3.7	10.2	2.4	5.1	

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territ
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended July 24, 1971

	July 1971	June 1971
	(in thousands)	
TOTAL UNEMPLOYED	514	551
On temporary layoff up to 30 days	27	16
Without work and seeking work	487	535
Seeking:		
Full-time work	453	498
Part-time work	34	37
Under 1 month	112	173
1-3 months	183	155
4-6 months	72	87
More than 6 months	120	119

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Monthly Totals								
	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
	(millions of dollars)								
1966—Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1970—Total	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
1970—June	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July	95.6	990.2	420.6	42.9	298.3	501.3	1,381.1	208.8	3,992.4
August	96.8	1,010.3	424.6	44.6	328.1	494.3	1,382.6	209.1	4,043.2
September	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4,060.6
October	97.0	1,006.5	427.6	45.6	332.5	510.5	1,409.7	205.4	4,063.1
November	96.6	999.6	436.9	42.1	307.0	519.8	1,420.2	213.4	4,064.3
December	95.3	982.6	425.5	32.8	253.3	528.1	1,433.6	194.8	3,970.6
1971—January	96.5	996.6	411.9	32.6	243.4	502.0	1,425.0	184.4	3,913.7
February	95.9	1,015.7	410.6	33.1	247.7	502.3	1,438.7	224.1	3,989.2
March	97.2	1,023.9	418.0	28.2	255.5	509.4	1,450.6	225.9	4,032.3
April*	95.2	1,030.6	420.4	28.3	285.2	520.7	1,478.0	231.7	4,418.0
May†	99.0	1,054.8	437.0	37.6	311.2	532.2	1,548.3	242.8	4,298.2
June‡	101.3	1,078.9	446.9	47.2	340.2	544.9	1,545.9	231.3	4,378.5
Seasonally Adjusted									
1966—Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1970—Total	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
1970—June	92.9	998.9	405.8	34.1	271.2	496.3	1,361.3	201.2	3,894.6
July	94.1	991.0	407.6	35.5	265.1	494.0	1,383.2	201.1	3,904.3
August	95.8	1,000.6	408.6	36.6	283.7	494.8	1,382.1	203.5	3,939.5
September	96.4	989.5	413.6	36.9	289.6	503.6	1,392.1	204.6	3,959.9
October	97.7	993.3	422.1	38.4	298.5	507.9	1,405.3	207.4	4,004.6
November	96.8	993.9	432.7	37.4	293.6	510.7	1,415.4	207.0	4,021.7
December	96.9	1,004.2	428.3	36.2	293.7	518.6	1,435.9	208.9	4,056.4
1971—January	97.2	1,017.1	425.5	36.9	290.1	513.4	1,439.9	211.9	4,067.2
February	95.1	1,032.9	429.2	37.6	295.3	516.3	1,456.3	214.3	4,111.2
March	95.9	1,032.6	434.4	37.8	299.3	521.1	1,461.3	215.5	4,132.2
April*	97.5	1,039.8	433.1	43.4	308.9	526.0	1,491.9	217.5	4,192.3
May†	99.4	1,049.6	436.6	40.8	309.6	530.8	1,539.0	219.0	4,259.5
June‡	99.5	1,064.6	436.4	38.8	311.8	533.1	1,521.2	220.4	4,260.2

* Revised. † Preliminary. ‡ Advance.

** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.

Note: Monthly figures may not add to annual totals because of rounding.

Source: Estimates of Labour Income (DBS Cat. No. 72-005).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in c with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemplo Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Sta Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the na the data see Technical Note, page 149, February 1971 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1971—April	5,916,000	5,097,000	819,000
March	5,853,000	4,996,500	856,500
February	5,840 000	4 952,300	887,700
January	5,804,000	4,959,900	844,100
1970—December	5,717,000	5,045,200	671,800
November	5,626,000	5,145,500	480,500
October	5,584,000	5,185,300	398,700
September	5,609,000	5,217,900	391,100
August	5,667,000	5,258,300	408,700
July	5,617,000	5,177,600	439,400
June	5,672,000	5,230,100	441,900
May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700

Table E-4—Benefit Payments, by Province, May 1971

Province	Weeks Paid	Amc
Newfoundland	82,692	2,8
Prince Edward Island	12,413	3
Nova Scotia	94,484	3,0
New Brunswick	95,969	3,1
Québec	687,284	24,7
Ontario	683,430	24,0
Manitoba	118,463	4,1
Saskatchewan	59,253	1,9
Alberta	123,246	4,4
British Columbia	241,599	8,6
Total, Canada, May 1971	2,198,833	77,5
Total, Canada, April 1971	2,767,469	100,0
Total, Canada, May 1970	2,118,278	74,3

*Supplementary Unemployment Insurance Benefits not include

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	May 1971 Total*	May 1971 Initial	May 1971 Renewal	May 1970 Total	May 1970 Initial	Re
Canada	155,264	125,803	29,461	166,418	125,614	
Newfoundland	4,219	3,748	471	3,697	3,197	
Prince Edward Island	525	444	81	371	309	
Nova Scotia	5,589	4,710	879	4,410	3,626	
New Brunswick	4,599	3,968	631	4,522	3,734	
Québec	47,317	38,027	9,290	50,180	38,045	
Ontario	57,119	45,990	11,129	52,449	38,876	
Manitoba	5,627	4,640	987	4,739	3,885	
Saskatchewan	3,505	3,041	464	3,337	2,719	
Alberta	8,631	6,969	1,662	7,797	6,138	
British Columbia	18,133	14,266	3,867	34,916	25,085	

* In addition, revised claims received numbered 42,044.

able E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at May 31, 1971.

rovince and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants May 29, 1970
anada	496,309	146,391	124,145	154,103	71,670	505,411
Male	318,539	97,451	82,315	100,949	37,824	349,776
Female	177,770	48,940	41,830	53,154	33,846	155,635
EWFOUNDLAND	15,113	3,464	3,671	5,750	2,228	14,433
Male	12,305	2,846	3,108	4,672	1,679	12,273
Female	2,808	618	563	1,078	549	2,160
RINCE EDWARD ISLAND	2,242	462	549	1,000	231	1,645
Male	1,536	323	369	735	109	1,136
Female	706	139	180	265	122	509
OVA SCOTIA	19,933	4,668	4,032	7,839	3,394	15,877
Male	14,750	3,414	2,968	6,110	2,258	11,465
Female	5,183	1,254	1,064	1,729	1,136	4,412
EW BRUNSWICK	17,431	3,733	4,319	6,222	3,157	15,446
Male	12,637	2,723	3,303	4,581	2,030	11,419
Female	4,794	1,010	1,016	1,641	1,127	4,027
UÉBEC	147,704	41,679	39,448	45,860	20,717	161,368
Male	98,407	27,736	27,394	31,950	11,327	116,886
Female	49,297	13,943	12,054	13,910	9,390	44,482
NTARIO	172,488	56,415	41,802	49,446	24,825	167,017
Male	101,253	35,794	24,949	29,024	11,486	102,270
Female	71,235	20,621	16,853	20,422	13,339	64,747
ANITOBA	20,293	5,060	4,991	7,540	2,702	17,282
Male	12,754	3,248	3,123	5,033	1,350	11,429
Female	7,539	1,812	1,868	2,507	1,352	5,853
ASKATCHEWAN	13,631	3,429	3,313	5,030	1,859	13,120
Male	9,141	2,352	2,330	3,452	1,007	9,364
Female	4,490	1,077	983	1,578	852	3,756
LBERTA	31,158	9,601	8,379	9,281	3,897	23,879
Male	20,701	6,678	5,893	6,143	1,987	16,863
Female	10,457	2,923	2,486	3,138	1,910	7,016
RITISH COLUMBIA	56,316	17,880	13,641	16,135	8,660	75,344
Male	35,055	12,337	8,878	9,249	4,591	56,671
Female	21,261	5,543	4,763	6,886	4,069	18,673

The bulk of the cases in this group were on claim from 27-39 weeks.
lote: Values less than 50 subject to relatively large sampling variability.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—June, 1971

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	T
	June 1971	May 1971	June 1970							
					(1961 = 100)					
St. John's, Nfld.	123.7	123.6	122.2	120.1	119.3	133.3	121.1	136.4	116.0	
Halifax	126.8	126.6	125.3	128.5	121.4	127.7	122.1	146.4	138.7	
Saint John	125.5	125.1	124.1	129.0	117.5	131.6	126.3	136.4	132.8	
Montreal	126.5	126.4	125.0	128.6	119.1	125.2	129.1	132.8	140.9	
Ottawa	130.9	130.5	128.4	133.3	124.1	129.9	132.3	144.0	138.6	
Toronto	129.5	129.2	127.8	128.5	123.5	131.8	137.1	142.4	131.0	
Winnipeg	128.7	128.0	127.6	129.5	117.5	137.6	133.8	149.9	136.5	
Saskatoon-Regina	123.2	122.9	122.5	128.9	114.7	130.7	120.5	128.7	130.3	
Edmonton-Calgary	127.6	127.6	125.2	131.7	120.1	128.6	125.4	147.5	137.3	
Vancouver	126.8	126.4	123.8	132.2	119.7	130.0	127.7	137.9	125.8	

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of p
between cities.

—Strikes and Lockouts

tatistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of abour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers ported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work ppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

able G-1—Strikes and Lockouts, 1966-1971

onth or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Strikes and Lockouts in Existence During Month or Year: Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
966	582	617	411,459	5,178,170	0.34
967	498	522	252,018	3,974,760	0.25
968	559	582	223,562	5,082,730	0.32
969	566	595	306,799	7,751,880	0.46
970	501	540	261,187	6,539,560	0.39
970—July	62	132	80,851	842,950	0.55
August	46	118	70,738	620,060	0.42
September	39	88	45,539	619,430	0.44
October	34	84	60,862	758,820	0.53
November	33	75	38,948	705,620	0.49
December	8	48	34,359	427,150	0.29
971—January	24	45	30,162	212,900	0.16
February	39	68	26,976	177,850	0.13
March	36	74	46,244	230,040	0.15
April	55	94	24,443	159,600	0.12
May	36	87	12,965	115,910	0.08
June	77	126	44,210	292,040	0.19
971—July	39	108	40,055	360,080	0.24

Revised * Preliminary.

able G-2—Strikes and Lockouts, by Industry, uly 1971, (Preliminary)

dustry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
orestry	—	—	—	—
ines	1	3	2,566	28,390
anufacturing	15	52	15,318	177,080
onstruction	13	21	16,094	101,460
ansportation and utilities	1	7	2,963	20,810
ade	4	13	1,222	16,190
nance	—	—	—	—
rvice	2	7	857	9,550
ublic administration	3	5	1,035	6,600
All Industries	39	108	40,055	360,080

Table G-3—Strikes and Lockouts, by Jurisdiction, July 1971, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	8	2,826	28,650
Prince Edward Island	—	1	86	1,810
Nova Scotia	1	4	2,137	33,550
New Brunswick	1	1	471	2,830
Québec	7	22	5,482	63,170
Ontario	18	46	13,211	132,880
Manitoba	1	4	1,265	17,630
Saskatchewan	—	—	—	—
Alberta	3	3	6,653	31,140
British Columbia	3	15	5,921	43,880
Federal	2	4	2,003	4,540
All Jurisdictions	39	108	40,055	360,080

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1971, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Mines						
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 (AFL-CIO/CLC)	566	11,890	16,420	June 21 —	Failure to reach a new w agreement—
Iron Ore Co. of Canada, Sept-Isles, Qué.	Steelworkers Loc. 5569 (AFL-CIO/CLC)	1,700	10,200	10,200	July 9 July 18	Protesting working condi Return of workers pending ance procedure.
NON-METAL						
Aluminum Co. of Canada, St. Lawrence, Nfld.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	300	6,300	21,900	Apr. 18 —	Wages—
Manufacturing						
FOOD AND BEVERAGES						
Burgeo Fish Industries Ltd., Burgeo, Nfld.	Food Workers (AFL-CIO/CLC)	160	3,360	6,400	June 4 —	Union recognition—
Canadian Breweries Ltd., (Notre Dame St. Plant), Montréal, Qué.	Brewery Workers Loc. 301 (AFL-CIO/CLC)	700	3,500	14,000	June 10 July 8	Hours and security of er ment—$1.15 an hr. increas a 3-yr. contract.
Gerber Products Ltd., Niagara Falls, Ont.	District 50 (A. & T.W.) Loc. 14059 (Ind.)	130	2,730	3,900	June 18 —	Union members rejected pa contract—
Fisheries Association of British Columbia, Vancouver, B.C.	United Fishermen Allied Workers various locals (Ind.)	4,500	27,000	40,500	June 26 July 10	Higher prices for fish ca Return of workers when ment reached.
Checkerboard Farms Ltd., Aurora, Ont.	Food Workers Loc. P-1162 (AFL-CIO/CLC)	160	1,600	1,600	July 19 —	Guaranteed 40-hour work w
Labatt Breweries of B.C. & Molson Brewery B.C. Ltd., New Westminster and Vancouver, B.C.	Brewery Workers Loc. 300 (AFL-CIO/CLC)	245	2,180	2,180	July 19 —	Wages, length of contract, tions—
B.C. Packers Fish Plant, Harbour Breton, Nfld.	Food Workers (AFL-CIO/CLC)	200	1,200	1,200	July 23 —	In sympathy with striking B workers—
RUBBER						
Gates Rubber, Brantford, Ont.	Rubber Workers Loc. 733 (AFL-CIO/CLC)	188	2,070	4,890	June 10 July 19	Failure to reach agreem Wage increases of 25¢ ret Apr. 27/71, 20¢ Apr. 27/7 Apr. 27/73; other improve
TEXTILES						
Texpack Ltd., Brantford, Ont.	Textile & Chemical Union Loc. 520 (Ind.)	135	1,490	1,490	July 16 —	Wages, welfare, manage rights—
FURNITURE AND FIXTURES						
Sunar Industries Limited, Waterloo, Ont.	Steelworkers Loc. 3292 (AFL-CIO/CLC)	276	5,800	9,390	June 14 —	Wages, fringe benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1971, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
PAPER						
Churchill Forest Industries The Pas, Manitoba.	Pulp and Paper Mill Workers Loc. 203 (AFL-CIO/CLC)	220	4,620	9,020	June 3 —	Protesting the demotion of a machinist—
Kimberly-Clark of Canada, St. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	200	3,800	3,800	July 6 —	Wages, hours—
PRINTING AND PUBLISHING						
La Presse, Montréal, Qué.	Various unions (AFL-CIO/CLC)	290	2,920	2,920	July 19 —	Difficulties in contract negotiations—
PRIMARY METALS						
Reynolds Extrusion, Ste-Thérèse, Qué.	Steelworkers (AFL-CIO/CLC)	110	2,310	7,810	Apr. 21 —	Not reported—
Auto Specialties, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	194	3,880	3,880	July 5 —	Wages—
METAL FABRICATING						
McNamara Industries Ltd., St. John's, Nfld.	Machinists Loc. 950 (AFL-CIO/CLC)	300	600	3,000	June 21 July 6	Wages—Not reported.
Welmet Industries Limited, Welland, Ont.	Steelworkers Loc. 5955 (AFL-CIO/CLC)	144	140	860	June 24 July 5	Wages—60¢ per hr. increase over 2-yr. contract.
MACHINERY						
Chrysler Airtemp Canada, Bramalea, Ont.	Auto Workers Loc. 1285 (CLC)	150	3,150	9,150	May 4 —	Wages—
TRANSPORTATION EQUIPMENT						
Hawker Siddeley Canada Ltd., Trenton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	1,100	23,100	38,500	June 11 —	Wages—
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (CLC)	700	350	350	July 9 July 12	Protesting working conditions and slow progress of negotiations —Return of workers.
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (CLC)	200	1,200	1,200	July 23 —	Failure to reach agreement on contract renewal—
ELECTRICAL PRODUCTS						
A. Belanger Ltée, Montmagny, Qué.	Metallurgists, Miners & Chemical Workers Federation (CNTU)	280	3,080	3,080	July 1 July 19	Pay procedures and bonus calculations—Return of workers pending further negotiations.
NON-METALLIC MINERAL PRODUCTS						
Dominion Glass Co. Ltd., Montreal, Qué.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	900	18,900	39,600	May 29 —	Wages, fringe benefits—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1971, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Dominion Glass Co. Ltd., Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	855	17,960	25,740	June 17 —	Wages—
Dominion Glass Co. Ltd., Bramalea, Ont.	Glass and Ceramic Workers Loc. 260 (AFL-CIO/CLC)	497	10,440	14,910	June 18 —	Failure to sign first contra
Canadian Johns-Manville Co. Ltd., Toronto, Ont.	Chemical Workers Loc. 346 (CLC)	450	9,450	10,800	June 28	Wages and complaint o healthy working condition
Dominion Glass Co. Ltd., Wallaceburg, Ont.	Glass and Ceramic Workers Locs. 235 and 246 (AFL-CIO/CLC)	891	4,460	4,460	July 24 –	In sympathy with other c plants that are striking master agreement—
CHEMICAL PRODUCTS						
Uniroyal Chemical, Division of Uniroyal Ltd., Elmira, Ont.	District 50 (A. & T.W.) Loc. 13691 (Ind.)	175	3,680	4,210	June 28 —	Wages, welfare benefits, p —
Construction						
Electrical Construction Association, St. John's area, Nfld.	I.B.E.W. Loc. 2330 (AFL-CIO/CLC)	200	4,200	15,400	Apr. 13 —	Not reported—
Construction Labour Relations Assoc. of B.C. Vancouver, B.C.	Lathers Loc. 207 (AFL-CIO/CLC)	150	3,150	9,450	May 3 —	Jurisdictional dispute betw Lathers and Carpenters—
Bedard-Girard Co. Ltd., Granton, N.S.	Carpenters Loc. 1178 (AFL-CIO/CLC)	852	9,370	29,810	May 27 July 19	Wages—Return of worker ing signing of new agreem
Kingston Construction Association, Kingston, Ontario.	Plumbers Loc. 221 (AFL-CIO/CLC)	200	4,200	7,400	June 9 —	Wages and benefits—
Master Insulators' of Ontario Inc., Province-wide, Ontario.	Asbestos Workers Loc. 95 (AFL-CIO/CLC)	700	4,200	13,300	June 14 July 12	Wages, hours—Wage inc reduced hours, 9% vacatio
Various construction contractors, Stephenville, Nfld.	Boilermakers Loc. 203 (AFL-CIO/CLC)	225	300	300	June 29 July 2	Alleged grievances over food and accommodation turn of workers.
Winnipeg Builders' Exchange, Winnipeg, Man.	Bricklayers Loc. 1 (AFL-CIO/CLC)	498	10,460	11,210	June 29 —	Wages and union represe —
Cana-Comstock Ltd., Quesnel, B.C.	Various unions	399	1,000	1,000	July 5 July 7	Alleged grievances over conditions — Union pers men to return to work.
Alberta Construction Labour Relations Association, Calgary, Edmonton, Fox Creek and Ram River, Alta.	Bricklayers Locs. 1, 2 & 3 (AFL-CIO/CLC)	5,500	20,450	20,450	July 7 July 26	Wages, other benefits—$1 hr. increases in wages and benefits in a 2-yr. contract.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1971, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
London & District Construction Association, Various locations, Ont.	Painters Loc. 1783 (AFL-CIO/CLC)	116	1,260	1,260	July 12 July 28	Failure to reach agreement on terms of new contract—Wage increase of $1.98 over 2 years, increase in holiday pay from 6 to 8%.
Alberta Construction Labour Relations Assoc., Province-wide, Alta.	International Operating Engineers Loc. 955 (AFL-CIO/CLC)	700	5,250	5,250	July 13 July 23	Wages, other benefits—Wage increases, other improvements.
Ontario Erectors Association, Province-wide, Ont.	Structural Iron Workers various locals (AFL-CIO/CLC)	4,000	23,730	23,730	July 14 —	Increased wages and fringe benefits—
Alberta Construction Labour Relations Association, Province-wide, Alta.	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	453	5,440	5,440	July 15 —	Wages, other benefits—
McAlpine of Nfld. Ltd., Stephenville, Nfld.	Carpenters (AFL-CIO/CLC)	1,044	1,040	1,040	July 20 July 21	Wages—Not reported.
Ontario Hydro, Nanticoke, Ont.	I.B.E.W. Loc. 1766 (AFL-CIO/CLC)	200	200	200	July 23 July 26	Sympathy strike — Return of workers.
Mechanical Contractors of Sudbury Construction Assn., Sudbury, Ont.	Sheet Metal Workers Loc. 504 (AFL-CIO/CLC)	250	1,250	1,250	July 26 —	Failure to reach agreement on renewed contract—
Twenty-six electrical contractors, Winnipeg, Man.	I.B.E.W. Loc. 2085 (AFL-CIO/CLC)	500	2,500	2,500	July 26 —	Failure to reach agreement on renewed contract—
Mannix Construction, 100 Mile House, B.C.	Labourers Loc. 602 (AFL-CIO/CLC)	132	130	130	July 31 —	Subsistence allowance—
Transportation and Utilities						
TRANSPORTATION						
Hamilton Street Railway Co., Hamilton, Ont.	Transit Union Loc. 107 (AFL-CIO/CLC)	500	8,570	24,640	May 17 July 26	Breakdown in negotations over a new contract—Wage, increases, one added statutory holiday, increased vacations, improved fringe benefits.
Commission de Transport de la Communauté Urbaine de Québec, Québec, Qué.	Public Service Employees' Federation (CNTU)	418	6,870	8,120	June 28 July 24	Wages, administration of employee pension fund and group insurance—Wage increase of $1 per hour over 3 years.
*Air Canada (Rotating), Various centres, Canada.	Machinists various locals (AFL-CIO/CLC)	1,667	2,570	2,570	July 12 July 18	Job security, length of contract, overtime pay, scheduling of shifts —15% wage increase over 25 month contract.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1971, (Preliminary) (Concl

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
POWER, GAS AND WATER						
British Columbia Hydro & Power Authority, Various locations, British Columbia.	I.B.E.W. Loc. 258 (AFL-CIO/CLC)	2,000	17,300	17,300	June 1 July 1	Wages, other matters—Re workers pending arbitrat sion.
Hydro Electric Commission of the Borough of North York, Willowdale, Ont.	Public Employees Loc. 11 (CLC)	285	1,280	1,990	June 28 July 8	Inability to reach new r agreement—7¾% wage i retroactive to Apr. 1, 1 further 7% Apr. 1972 over contract; improved pensio
Trade						
Canada Safeway Ltd., South Burnaby, B.C.	Retail, Wholesale Employees Loc. 580 (AFL-CIO/CLC)	300	6,300	12,200	June 4 —	Wages—
Steinberg's Ltd., Chicoutimi, Jonquière and Arvida, Qué.	Commerce Employees (CNTU)	194	2,670	2,670	July 2 —	Wages—
Eagle Fisheries, Shippegan, N.B.	Seafood Workers Loc. 117 (CLC)	471	2,830	2,830	July 7 July 15	Pay rate for filleters—Wa creases in a 2-year contrac
Service						
HEALTH AND WELFARE						
Halifax County Mental Hospital, Cole Harbour, N.S.	Public Employees Loc. 1028 (CLC)	160	800	800	July 17 July 24	Wages, fringe benefits, sick vacations—Wage increase per month.
PERSONAL SERVICES						
*Hotel Nova Scotian (CNR), Halifax, N.S.	Hotel Employees Loc. 662 (AFL-CIO/CLC)	245	740	740	July 5 July 9	Wages—15¢ an hr. increase active Oct. 1, 1970, plus an tional 5¢ for skilled emp over 2 years; improved benefits.
MISCELLANEOUS SERVICES						
Place Ville-Marie Corporation, Montréal, Qué.	Service Employees Loc. 298 (AFL-CIO/CLC)	375	6,380	7,510	June 28 July 26	Wages, job security, fringe fits—Wage increases of 25¢ per hour over 2 years.
Public Administration						
LOCAL ADMINISTRATION						
The Corporation of the City of Windsor, Windsor, Ont.	Public Employees Locs. 82 and 543 (CLC)	804	4,820	7,230	June 27 July 12	Wages and cost of living ance—Wage increases of 8% 5% over 2 years.
The Corporation of the Town of Mississauga, Mississauga, Ont.	Public Employees Loc. 66 (CLC)	120	1,200	1,200	July 19 —	Parity with Toronto worker

*Federal jurisdiction.

Canada Department of Labour Publications

ndustrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1970.

Economics and Research Branch

abour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (English or French). Price $1.25, Cat. No. L2-2/1970.

ndustrial and Geographic Distribution of Union Membership in Canada, 970. (English or French). Price 15 cents, Cat. No. L31-770.

trikes and Lockouts in Canada (annual). Furnishes a record of strikes nd lockouts occurring in Canada during a year. Tables and related exts show strikes and lockouts by years, by areas, by industries, ncluding time lost, number of workers involved, duration, etc. Price 0 cents, Cat. No. L2-1/1969.

Vage Rates, Salaries and Hours of Labour, 1969. An annual report ublished in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational age rates and standard hours of work in most industries. First-year ervice, including attractive binder with index tabs and paperback volme, $10.00; service without indexed binder, $7.50; individual tables, 5 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-552.

Vorking Conditions in Canadian Industry, 1969. (Bilingual). Price 2.00, Cat. No. L2-15/1969.

Determination of the Appropriate Bargaining Unit by Labour Relations oards in Canada, by Edward E. Herman, 1966. Occasional Paper No. Price $3.50, Cat. No. L2-26/5.

Vages in Canada and the United States: an Analytical Comparison, by llan A. Porter and others. Occasional Paper No. 6. Price $1.75, Cat. o. L2-26/6.

he Constitutional Framework of Union Finance, by J. K. Eaton. 1971. n analysis of the financial provisions of the constitutions of the main nions operating in Canada at December 31, 1966. (English or rench). Price $2.00. Cat. No. L41-870.

nion Growth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie. 971. (English or French). $2.50. Cat. No. L41-970.

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